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ABSTRACT

This collection of citations and references focusing on the culture of industrial alcoholism, its existence on the job, and its resolution extends from 1960 to June 1972, with some important works from earlier dates. The citations from books, articles, and newspapers, assembled to present a composite picture of the alcoholic worker's environment, are grouped in categories under the culture of alcoholism, alcoholism as it affects employees, drinking in the job setting, management confronts alcoholism, specific companies' programs, treatment and therapy, rehabilitation on and off the job, and citations of related interest including alcoholism and the family, male and female alcoholics, media and sources. Some multiple listings and cross-references were made but no indexes are provided. (MF)

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ALCOHOLISM IN EMPLOYMENT

bibliography and references

COMPILED BY

COLIN CAMERON WITH Sue Reilly and David Montgomery

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Introduction

It may seem anachronistic at first thought to consider alcoholism as much of a troublesome problem to industry. This is especially so because of the emphasis in printed material in recent years focusing on usage and addiction to other drugs. In addition, the drug culture which came to national prominence somewhere after the mid 60's does seem to have involved a rather significant number of workers, particularly those from the younger age groups. Concomitantly with this, the literature on employee rehabilitation seems to be centered, as of late, on the resolution of this particular pressing issue.

The utilization of drugs by a sizeable proportion of younger employees in the urban areas especially is well-documented, and in some instances, it is obvious that some employees indulge in both drugs and alcohol upon occasion, though not simultaneously. However, the fact remains that of all the individuals still working full-time in the United States, more of them are over 30 rather than under, and the individuals in these more mature age groups did not grow up during a time when drugs per se were frequently used in the high school, later in college, and ultimately in the after-hours of the world of work. Rather, for the over 30's, the common denominator social releases usually included forms such as cigarettes, beer, and hard liquor: commodities which have not only been historically more easily obtained, but also whose very dispensing and marketing have more of a tradition, with an almost institutionalized common parlance of consumption. Indeed, a major metropolitan center, Milwaukee, has developed an entire aura — a mystique, even — because of its reputation as 'the beer capital of the world,' a handle which helps not only to sell that product, but also acts as the fulcrum of a tourist attraction grouped around the beer brewing industry.

As an example of the metropolitan involvement with alcoholism, a revealing case study may be made by scrutinizing statistics of the New York area. In New York City alone, there are thought to be 125,000 drug users, but an estimated 600,000 alcoholics. The situation is even more grim on suburban, well-educated Long Island, where 110,000 are afflicted with alcoholism. In its report to the U. S. Congress in early 1972, the National Institute on Alcohol Abuse and Alcoholism announced that there were 95 million drinkers in the entire country, most of whom drink without much harm. And yet, 5% of all adult Americans have a serious problem with alcohol, and the Institute reported that their life span was shortened 10 to 12 years by continued involvement with it. Of interest to industry, it was estimated that of the $15 billion dollars annually shortcircuited by the ravages of the illness, $10 billion was wasted in lost work time, while health problems and property damage accounted for some $5 billion.

So pervasive has the ritual of drinking, and the packaging and selling of liquor, become in our society that one is at least expected to extend one's casual acceptance of it to its usage by others, and frequently beyond that: to the continuous moderate personal usage of it.

This brings one to the concept from within the business community of what might be termed 'the culture of alcoholism,' which is analagous in many ways to 'the drug culture' or 'the culture of poverty.' In the culture of alcoholism, as in any institutionalized cycle, there is not only a self-maintaining mechanism at work, but also a veritable social progression of steps, as delicately marked as a quadrille, in any individual's involvement with it. As an example of this process, one need only think of the convention of the club car on the commuter trains in order to realize the complete social acceptability of alcohol which pervades the tired businessman's daily routine, consciously or otherwise.

Another aspect of alcoholism which renders it capable of slipping into one's life virtually unnoticed until it may have already created some unfortunate events is its innocent appearance of reversibility. In addition, there seems to be a veritable network of codes of honor operative in many companies: a code which refuses to unmask people suffering from progressive drinking. This collusion seems to be viable in its concealing role right up to the point at which time the company's profits are clearly and demonstrably jeopardized. At that time, when the profits or the company's image is threatened, the Janus head swings the other way and casts the employee on the slag heap by firing him or threatening discharge unless the drinking stops completely. Yet, unfortunately, complete cessation on the part of an excessive drinker may, of course, be impossible at that time without special help. Thus, though the company may not suffer further financial losses at that time, the employee concerned may not be salvageable for either that company at a later date or any other. This crucial period of indifference on the part of the employer to the employee's welfare can only strike one as being extremely callous, especially in the light of its obvious solution: preventive medicine in the form of <u>early</u> remedial action. The contemporary literature of industrial alcoholism stresses the necessity of programs within the company and the idea of direct action with the employee and his illness more than any other single idea.

Being alcoholic, like being female, undereducated, or homosexual, may at some time or another be inconvenient to the individual on the job, yet the fact remains that it is not really until a person is actually confronted with the possibility of a job loss — when the very source of livelihood is threatened — that he may have to look very seriously at the factor giving him pain. Then, too, becoming an alcoholic may be such a gradual process that an employee may in fact not really become alarmed until after his source of income, and hence his support of his dependency, is suspended, and he may only then come to regard his illness as the factor creating the pain of unemployment or of ruptured family life.

And, curiously enough, the overcoming is, in the case of minorities, behavioral deviates, the inadequately educated, and women, almost easier because in all these cases there are usually well worked-out rules for the transcendance of these difficulties: devices that society and industry has worked out, such as psychological counselling, adult education, grievance appeals, and so forth. Such techniques may take a long time and may seem to require greater concentration, but because they are usually accomplished in a time-structured and relatively encapsulated work situation, a rather definite and ultimately satisfying resolution may be reasonably expected. And, in addition, society expects these aforementioned difficulties and their process of alteration to take quite a period of time to be adjusted.

Yet, somehow, in the case of the alcoholic recovering, people believe that within two or three weeks of cutting down somewhat on one's liquor intake, the difficulty may be overcome, and that the individual should then be expected to be able to resume his job competently. But in fact, a reduction of a heavy drinker's intake may only provide a rather temporary respite. For the truth is that the alcoholic's problem, complete with its disguise layers and behavioral re-adjustments made necessary by heavy drinking, is usually so firmly intertwined with his daily social and work life that sometimes only a major breakdown or other catastrophe — which might result ina prolonged hospitalization or a drying-out period — will effectuate dramatic change of life-style. Moreoever, because the physiological and chemical disarray of the body is so complete in such a case, the habit is more easily talked about, or thought about and possibly not acted upon, than actually faced and carred through to resolution through a foursquare confrontation.

It is a striking observation that the literature of industrial alcoholism seems to be, in general, more preoccupied with the problem of alcoholism in the executive and upper ranks than with other groups. It is possible that the reason for this is that not only is there more social drinking seemingly necessary among executives, but in addition there are greater chances to hide slightly erratic behavior and brief absences in such positions. Moreover, in the case of executives there is more ability at hand to rationalize one's position with the members of the family, with friends, business associates, alcoholism program workers, clergymen, and even psychiatrists, due to the executive's relatively greater abundance of intelligence, education, ingenuity, and power of ingratiation: in short, the very characteristics which enabled him to become a ranking member of the management hierarchy in the first place.

Evidently, if the literature is to be understood correctly, the greater the success in life an alcoholic has obtained, the greater the obduracy with which he clings to his illness and his own attempts to maintain the status quo with alcoholism incorporated into it. This may be due to the fact that he may believe, on specious grounds, that he has successfully managed to integrate it into his entire life-style. It has been found quite often that some of the greatest difficulties in helping alcoholics to reverse their illness lie with that group of patients who are just secure enough in their professional world that they cannot be toppled immediately, and who seem to function just well enough all in all to maintain a facade of normal productivity.

In fact, a recent article by Dr. Joan Curlee in the Menninger Clinic Bulletin, cited in this bibliography, brings out the fact that many psychiatrists steer clear of treating alcoholics in their private practice, since the success ratio is so small. Evidently this apparent indifference is so because it has been demonstrated quite clearly in the past that alcoholic patients — well-heeled yet miserable enough to seek private psychiatric consultation — apparently think themselves too clever or too successful in other departments to bother heeding the professional advice once it is given.

A clear line of demarcation between alcoholism and heavy drinking is, of course, impossible to delineate. Therefore, because of the nature of this unbroken, rather insidious continuum, we have included not only the information relevant to employees who are full-blown alcoholics per se, but also the cites to the literature on the topic of how steady drinking — much of it occasioned by social drinking situations engendered by one's business milieu — impinges on the life-style of the employee, particularly the executive.

In this collection of citations and references, we have found that there are a number of areas concerning aspects of alcoholism which dovetail with the narrower body of the literature which is focused on the alcoholic during the working day. These other, coterminous topics include information on the following: company reaction and special assistance, familial disruption, alcoholism education and re-adaptation, special treatment programs both by companies and complete hospitalization facilities, behavior patterns of new alcoholics, and drinking opportunities which serve as an adjunct for the making and maintaining of contacts for business reasons. In various parts of this bibliography of cites from recent books, articles, and newspapers, we have attempted to sketch this composite picture of the alcoholic worker's environment.

The literature which is now available on the broad topic of alcoholism is of such epidemic proportions as to be almost gargantuan. From this mass of information we have attempted to graph the culture of industrial alcoholism, its existence on the job, and its resolution. Although the major focus of the available literature appears to be on the executive or upper ranks, we have also tried to include information about the effects of alcoholism on the working person, be he or she blue collar, white collar, military personnel, or government worker. The compilers would like to extend their warm thanks to Dr. Carl Schramm of the Dept. of Mental Hygiene of the School of Hygiene and Public Health at Johns Hopkins University and to Prof. Richard Buckley of Social Work Extension at the University of Wisconsin, for their encouragement and unique perspectives on the disease of alcoholism and its literature.

The major focus of the literature searched herein extends from the period of 1960 to June, 1972, though certain rather important works from before are cited. Desiring references to information published before or after that time, researchers would do well to scan the standard indexes such as The Readers' Guide to Periodical Literature, Business Index, and Index Medicus, the major periodical reference tool for medical subjects. In order to retrieve more current information or to continue the search to augment the areas of alcoholism purposely not covered in the present work, one can also successfully search the following: The New York Times Index; The Wall St. Journal Index; The Newspaper Index; The Social Sciences and Humanities Index; Public Affairs Information Service Bulletin; Employment Relations Abstracts; Vertical File Index; and the U. S. Government's Monthly Catalog. In this bibliography, some multiple listing and cross referencing has been done because some articles or books loan themselves by their comprehensive nature to placement in more than one category. However, to make the size of the total more compatible with the limitations of space, this has been confined to the more obvious choices. The citations which appear only once in the bibliography have consequently been placed in the category where they appear to have their strongest subject focus.

An interested person, finding the depth of this group of references insufficient on any of the sidereal aspects of alcoholism in employment such as treatment, prevention, etiology, driving under the influence, drug therapy, Alcoholics Anonymous, chemical and medical aspects, or rehabilitation centers, will no doubt be astonished at the proliferation of materials available. This may be in the form of pamphlets, journals, brochures, books, or films available in any public or academic library, at an alcoholism prevention center, or in an industrial library. Nonetheless, whatever the source of availability, we hope that this particular compilation of references will serve as a stimulating guide to reading about, and aid to research on, this extremely costly and still all too current social concern.

– C. C., S. R., D. M. July, 1972

I. THE CULTURE OF ALCOHOLISM

Airlines stewardesses to file reports on increasing drunk incidents to build case for making 2-drink limit mandatory on domestic flights. Wall St. Journal, December 3, 1968, p. 1, column 5.

Alcohol and home accidents at the working ages. Metropolitan Life Statistical Bulletin, vol. 48, October 1967, pp. 2-4.

Alcoholic employees cost their employers three times as much in sick pay as non-alcoholics, research published by University of Michigan shows. Wall St. Journal, August 8, 1967, p. 1, column 5.

Another round, mate? Drinkers and novices imperil waters; tides strand beer guzzlers; sailor passes out in boat; Coast guard keeps busy. Wall St. Journal, July 7, 1967, p. 1, column 4.

Bacon, Selden D.
Alcohol and complex society. In Society, Culture, and Drinking Patterns, edited by David J. Pittman and Charles R. Snyder, pp. 78-84. New York, John Wiley, 1962.

Bailey, Margaret B., Paul W. Haberman, and Harold Alksne.
The epidemiology of alcoholism in an urban residential area. New Brunswick, New Jersey, Rutgers University Center of Alcohol Studies. Reprinted from the Quarterly Journal of Studies on Alcohol, March 1965, pp. 19-40.

Big drinkers; urban scene. Newsweek, vol. 76, July 6, 1970, p. 57.

Block, Marvin A.
Alcoholism its Facets and Phases. New York, John Day Co., 1965. 320 pp. Bibliographical footnotes.

Cahalan, Don.
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Cahalan, Don, et al.
American Drinking Practices; A National Study of Drinking Behaviors and Attitudes. New Brunswick, New Jersey, Rutgers University Center of Alcohol Studies, Publications Division, 1969. (Distributed by College and University Press, New Haven, Connecticut.) xxvi + 260 pp. Monographs of the Rutgers Center of Alcohol Studies, no. 6. Bibliography, pp. 254-257.

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Social, Psychological, and Economic Aspects of Alcoholism. Washington, D. C., U. S. Dept. of Health, Education and Welfare, Research Division, Welfare Administration, 1966. (Welfare Research Report 3.) 106 pp.

Chafetz, Morris E., Howard T. Blane, and Marjorie J. Hill, eds.
Frontiers of Alcoholism. New York, Science House, 1970. 424 pp. Bibliography, pp. 397-414.

Christopher D. Smithers Foundation, Inc., compilers and editors.
Understanding Alcoholism: For the Patient, the Family, and the Employer. New York, Charles Scribner's Sons, 1968. 257 pp.

Closing time: Neighborhood bars are left high and dry as tipplers flee city; more booze drunk at home; skyrocketing real estate, urban renewal hurts pubs. Wall St. Journal, May 27, 1971, p. 1, column 1.

Drinking habits vary widely by region, magazine survey showed. Wall St. Journal, May 16, 1966, p. 1, column 5.

Eaton, M. T.
Alcohol, drugs and personnel practices. Personnel Journal, vol. 50, October 1971, pp. 754-758.

Falk, G.
The contribution of the alcohol culture to alcoholism in America. British Journal of Addiction, vol. 65, May 1970, pp. 9-17.

Gell, Cyrille and Jack Elinson, editors.
The Washington Heights master sample survey. Milbank Memorial Fund Quarterly, vol. 47, January 1969, part 2, pp. 1-305. Bibliography, tables, chart, and map. (This section, $3.)
The socio-economic and religious background of this community is examined in the light of illness which is left untreated, including alcoholism, mental illness and other factors which create social disorganization.

General Accounting Office reports there are about 130,000 alcoholics in the U. S. Armed Forces, but charges Defense Dept. has done little to treat them, preferring punishment instead; study was made at the request of Senate Sub-Committee on Alcoholism; says Defense Dept. could save at least $120-million a year and thousands of careers by treating and rehabilitating alcoholics as it now does drug users.
New York Times, November 3, 1971, p. 42, column 1.

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Behavioral tolerance to alcohol in moderate drinkers. American Journal of Psychiatry, vol. 127, June 1971, pp. 1651-1653.

Hoffman, H., et al.
Personality characteristics of alcoholics in relation to age and intelligence. Psychological Reports, vol. 29, August 1971, pp. 143-146.

Johnson, H.
Do you believe these myths about alcohol? Business Management, vol. 34, July 1968, p. 16.

Kane, John J.
Alcoholism. Chicago, Claretian Publications, 1965. 32 pp. Obtainable from: The Pamphlet Dept., Claretian Publications, 221 W. Madison Ave., Chicago, Illinois 60606. 25¢. (Publication number CP-112.1) Also available in Spanish as 'Alcoholismo.' (Publication number CP-505)

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Alcoholism, nature and extent of the problem. Annals of the American Academy of Political and Social Science, vol. 315, 1958, pp. 1-11.

Keller, Mark.
Documentation of an interdisciplinary field of study: alcohol problems. (Reprint from the Proceedings of the 28th International Congress on Alcohol and Alcoholism, vol. 2) New Brunswick, New Jersey, Rutgers University, Center of Alcoholic Studies, Publication Division, 1969. 22 pp. Order from Publications Division, Box 566, Rutgers the State University, New Brunswick, N. J. 08903. 35¢.

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Lagges, James.
Toward a better understanding of the problem drinker at work. Western Business Review, vol. 4, November 1960, pp. 3-17. Bibliography.

Lee, J. P.
Drinking and work, recreation and the community. Concord, New Hampshire, New Hampshire State Dept. of Health, Division on Alcoholism, 1961. 13 pp. Obtainable from: 66 South St., Concord, N. H. Free to libraries, 15¢ to others.

Let's not be sentimental about alcoholics.
Journal of the Iowa Medical Society, Vol. 60, January 1970, pp. 35-36.

Liquor liability insurance offered to firms entertaining customers, employes at events where alcohol is served.
Wall St. Journal, May 18, 1961, p. 1, column 5.

Logan, Albert B.
May a man be punished because he is ill? American Bar Association Journal, vol. 52, October 1966, pp. 932-937.
The fact that legislation says that alcoholics are sick, rather than criminal individuals, will produce a number of interpretational changes in the legal process and will perhaps have far-reaching social influence.

MacAndrew, Craig, and Robert B. Edgerton.
Drunken Comportment: A Social Explanation. Chicago, Aldine Publishing Co., 1969. vi + 197 pp. Bibliography, pp. 174-189.

Maddox, G. L.
Drinking among Negroes. Inferences from the drinking patterns of selected Negro male collegians. Journal of Health and Social Behavior, vol. 9, June 1968, pp. 114-120.

Martini mixing on Long Island Rail Rd. bar cars will be promoted as do-it-yourself enterprise.
Wall St. Journal, June 17, 1965, p. 1, column 5.

Mayfield, D. G., et al.
Diagnosed and undiagnosed alcoholism. Southern Medical Journal, vol. 63, May 1970, pp. 595-596.

McCarthy, Raymond G.
Facts about alcohol. (Revised version by John J. Pasciutti.) Chicago, Science Research Associates, 1967. 57 pp. Illustrations. Obtainable from:

295 E. Erie St., Chicago, Illinois 60611. $1. (Guidance Series Booklets 5-842.)

McClelland, David C., and others.
The Drinking Man: Alcohol and Human Motivation. New York, The Free Press, 1972. xiv + 402 pp. Bibliography, pp. 397-386. Illustrations.

McElroy, C. E., and J. A. O'Brien.
Alcoholism and total abstinence. (Editorial heading for two disparate letters to the editor.) America, vol. 108, January 5, 1963, pp. 18-19. Also in Correction, vol. 108, January 12, 1963, p. 52.

In this set of contrasting views on alcoholism in a Catholic journal, the first part is a letter from Christopher E. McElroy, Order of the Carmelites, writing on behalf of the Matt Talbot Legion, a group of Catholics and non-Catholics who intervene spiritually for alcoholics. He writes in answer to Rev. John A. O'Brien. O'Brien's letter of 9/8/62 in America asserted that in the U. S., alcoholism was so serious among Catholics that quite possibly only total abstinence could be the sole solution.

The letter to the editor by Rev. O'Brien to explicate his own position and to answer Fr. McElroy, is also given.

Milt, Harry.
Alcoholics and alcoholism. New York, Public Affairs Committee, 1968. 23 pp. Illustrations. 25¢. Available from Public Affairs Committee, 381 Park Avenue South, New York, N. Y. 10016. (Public Affairs Pamphlet no. 426.)

Monday-morning hangovers crimp British production: The National Council of Alcoholism estimated 250,000 workers stay home Mondays to recover from week-end boozing.
Wall St. Journal, January 27, 1970, p. 1, column 5.

Moore, R. A., and Ramseur, F.
A study of the background of 100 hospitalized veterans with alcoholism. Quarterly Journal of Studies on Alcohol, vol. 21, 1960, pp. 51-67.

New York City Health Services Administration study finds alcoholism is major health problem in city but is receiving only minor attention; estimates there are 300,000 alcoholics in city; notes alcoholism is fifth leading cause of death; asserts it costs city $1,132,000,000 and affects 1.5 million people each year; notes WHO finding that U. S. currently has highest incidence of alcoholism in world; Admiral Chase plans to announce details of new anti-alcoholism program based on study's recommendations.
New York Times, March 30, 1971, p. 1, column 1.

New York City Health Services Administration study of alcoholism concludes absenteeism and lost work time related to alcoholism cost city's business and industry estimated $260-million annually.
New York Times, March 30, 1971, p. 28, column 1.

NICB study, financed by Kemper: explores employee alcohol problem.
Insurance, vol. 71, April 1, 1970, p. 40.

The nineteenth hole celebrated with alcoholic drinks by 78% of golfers, Universal Marketing Research study found.
Wall St. Journal, March 9, 1967, p. 1, column 5.

Patrick, Clarence Hodges.
Alcohol, Culture, and Society. New York, AMS Press, 1970. xv + 176 pp. Bibliography, pp. 158-166.

Personal business [drinking the New Year in] Business Week, pp. 79-80, December 28, 1968.

Pittman, David Joshua, editor.
Alcoholism. New York, Harper & Row, 1967. x + 276 pp. Bibliography, pp. 247-265. (Readers in Social Problems.)

Pittman, David, and C. Snyder.
Society, Culture, and Drinking Patterns. New York, Wiley, 1962.
Includes "The job behavior of problem drinkers," by Harrison M. Trice, pp. 493-510.

Podolsky, Edward.
The lonely chronic alcoholic. Journal of Occupational Medicine, October, 1965, pp. 521-522.
The psychodynamics of the schizoid personality such as narcissism, self-sufficiency, loneliness and depersonalization, when coupled with the characteristics of chronic alcoholism, form what is called the lonely alcoholic. Such a person drinks when he feels depressed, and then, when drinking, cannot bring himself to make any competitive actions which could help him to distinguish himself: which, in turn, leads to the vicious cycle of lowered self-esteem followed automatically in turn by feelings of depression all over again.

Popham, Robert E. and Carole D. Yawney, compilers.
Culture and alcohol use; a bibliography of anthropological studies Toronto, Addiction Research Foundation, 1967. 52 leaves. (Bibliographic series, no. 1.)

Prosperity, pressures of urban living lift U. S. intake of alcohol; better portion of population now drinks; vodka, scotch sales soaring.
Wall St. Journal, December 13, 1965, p. 1, column 6.

Reader, D. H.
Alcoholism and excessive drinking; a sociological review. Johannesburg, National Institute for Personnel Research, 1967. 68 pp. Bibliography, pp. 59-69.

Report to U. S. Congress by National Institute on Alcohol Abuse and Alcoholism, holds alcohol abuse is nation's greatest drug problem, asserting that it warps 9-million lives and costs approximately $15-billion per year; document, 1st of 3 special reports on alcohol and health to be submitted to Congress, estimates there are 95-million drinkers in U. S., most of whom seem to imbibe alcohol without harm, but that approximately 5% of adult Americans have serious drinking problem and are source of much personal grief and huge cost to nation; maintains alcohol abusers shorten their life spans by 10 to 12 years; adding that their lost work time costs approximately $10-billion per year and health problems and property damage $5-billion more; concludes that 12% of Americans are heavy drinkers, 41% light or moderate drinkers, 15% infrequent drinkers, and that 32% do not drink at all; Institute Director Dr. Chafetz, at Washington, D. C., news conference, says

nation's problem with alcohol dwarfs that with any other drug, noting that in New York City there are estimated 125,000 drug users but more than 600,000 alcoholics; charges American society and most of the health professions 'conspicuously push alcohol problems under the rug,' since alcoholism is mistakenly viewed as a character deficiency rather than as a treatable illness, attitude that has led to preoccupation with Skid Row alcoholics who comprise no more than 3 to 5% of total problem.
New York Times, February 19, 1972, p. 1, column 4.

Roman, Paul M. and Harrison M. Trice.
The sick role, labelling theory and the deviant drinker. Ithaca, New York, Cornell University, New York State School of Industrial and Labor Relations, 1967. (Presented at the annual meetings of the Society for the Study of Social Problems, San Francisco, August 27, 1967.) Pp. 245-251. (Reprint #266.)

The problem of a person's alcoholism is seen by the authors to be exacerbated by labelling it so by other people. The chief reason for this is that the individual starts to live up to what he feels society's expectations of an alcoholic are, rather than of a non-alcoholic. Thus the problem intensifies.

Rushing, William A.
Alcoholism and suicide rates by status set and occupation. Quarterly Journal of Studies on Alcohol, vol. 29, no. 2, June 1968, pp. 399-412.

"Version of a paper read at the 1967 annual meetings of the Pacific Sociological Association, Long Beach, California."

The linkage between the two factors, alcoholism and suicide, is cited by the author but refuted for the most part on the basis that "most of the evidence is based on studies of individuals rather than population rates."

The author was careful to control several concomitant variables in his investigations. Age-race-sex status sets were found for 40 combinations (using 10 age groups) and brought to bear on occupations for one kind of scrutiny. Then, the author "analysed the liver-cirrhosis-suicide relationship by occupation while controlling for the effects of age, socio-economic status, unemployment and marital status."

Occupational status categories including professional, managerial, clerical, sales, craftsmen, operatives, private household workers, service and laborers, are ranked and statistically supported as to median income, cirrhosis rate, and with further intra-statistical breakdowns.

"Research has consistently shown that economic failure tends to precede suicide."

Schmidt, Wolfgang, Reginald G. Smart and Marcia K. Moss.
Social Class and the Treatment of Alcoholism: An Investigation of Social Class as a Determinant of Diagnosis, Prognosis, and Therapy. Toronto, University of Toronto Press, 1968. Published for the Addiction Research Foundation. x + 111 pp. (Brookside Monograph, no. 7.)

Sparkling Service: Western Air Lines Inc., which has started serving champagne to every adult passenger on every flight, claims the gimmick has made it the largest single user of champagne in the world.
Wall St. Journal, February 10, 1972, p. 1, column 5.

Steiner, Claude.
Games Alcoholics Play; the Analysis of Life Scripts. New York, Grove Press, 1971. xviii + 173 pp. Illustrated. Bibliography, pp. 162-165.

Straus, R., and S. D. Bacon.
Alcoholism and social stability: a study of occupational integration in 2,023 male clinic patients. Quarterly Journal of Studies on Alcohol, vol. 12, 1951, pp. 231-260.

Trice, Harrison M., and James A. Belasco.
The aging collegian: drinking pathologies among executive and professional alumni. In The Domestic Drug: Drinking Among Collegians, edited by George L. Maddox. New Haven, Connecticut, College and University Press, 1970, pp. 218-234.

Trice, Harrison M.
Alcoholism in America. New York, McGraw-Hill Book Co., 1966. xi + 152 pp. (McGraw-Hill Social Problems series.)

U. S. Congress. Senate. Special Subcommittee on Alcoholism and Narcotics of the Committee on Labor and Public Welfare.
The Impact of Alcoholism: Hearings before the Special Subcommittee... U. S. Senate, 91st Congress; First Session, July 23, 24, and 25, 1969.
Washington, D. C., U. S. Government Printing Office, 1969. v + 427 pp. Bibliographies. Tables. Charts.

Pp. 351-353:
Memo by Richard A. Beaumont, Deputy Under Secretary for Manpower on the subject, 'Alcoholism and problem drinking among civilian employees.'
Pp. 219-244:
Panel on personnel programs in industry and government consisting of Merle Gulick, Vice-President for Corporate Relations, Equitable Life Assurance Society of the U. S.; Dr. Melvin T. Johnson, Medical Director, Bureau of Retirement, Insurance, and Occupational Health, Civil Service Commission; Col. Hal Kolmer, Medical Corps, U. S. Army; John Butler, Director, Bureau of Alcoholism, State Dept. of Mental Hygiene, Albany, New York; and Dr. Robert Turfboer, Occupational Psychiatric Consultant to Industry, Connecticut.
Pp. 219-223:
Mr. Gulick traces the problems inherent infighting and treating the well-known, but mistaken, notion of 'derelict alcoholism.' He cites that in his own company alone there are probably 400 alcoholics, thus risking the company about $1,200,000 since their training costs are roughly $3,000.
Each of the other witnesses gives the reader a look at the implications of alcoholism in various kinds of employment situations from differing viewpoints, thus providing a fully fleshed-out spectrum of information.
This is a comprehensive look at the subject of alcoholism in employment in a brief space.

Up, up, and away go liquor prices aloft; at least 2 airlines, Eastern and National boasted drink prices 50% to $1.50 on domestic flights.
Wall St. Journal, January 21, 1971, p. 1, column 5.

Wilkinson, Rupert.
The Prevention of Drinking Problems; Alcohol Control and Cultural Influences. New York, Oxford University Press, 1970. xv + 301 pp. Bibliography, pp. 295-301.

II. - A. ALCOHOLISM, AS IT AFFECTS EMPLOYEES

Alcoholic employees cost Government at least $275 million a year, study showed.
Wall St. Journal, October 20, 1970, p. 1, column 5.

Alcoholic executive.
Fortune, vol. 61, January 1960, pp. 99-101.
Discusses evidence that there are many alcoholic executives. Describes the aspects of executive life which make alcoholism possible and the difficulties of detecting the problem on the executive level as well as pointing out what the alcoholic executive and/or company can do about the problem. The use of A. A. or the setting up of various programs are examples of ameliorative actions.

Alcoholics Anonymous.
A. A. and the alcoholic employee; questions and answers for employers raised. New York, Alcoholics Anonymous, 1966. Revised edition. 22 pp. Obtainable from: Alcoholics Anonymous, General Service Office, Box 459, Grand Central Station, New York, N. Y. 10017. Free.

Article on alcoholism, malady that afflicts 110,000 residents of Long Island, N. Y; describes former stewardess lying drunk in her Westbury living room, private investigator from Franklin Square lurching through the Bowery and a Vassar graduate drinking secretly in her kitchen; some alcoholics discuss reasons for drinking and attempts they have made to quit habit; profiles of some alcoholics.
New York Times, January 23, 1972, Section XV, p. 1, column 1.

Cain, A. H.
Alcoholics, who he is, how you can help him. Factory, vol. 117, June 1959, pp. 244-246 +.

Catanzaro, Ronald J.
Alcoholism in industry; a major medical problem. American Association of Industrial Nurses Journal, vol. 13, October 1965, pp. 11-13.
The four typical stages of alcohol's progression is given, along with a description of what it is like to work with alcoholics. Specific physical areas affected in alcoholism which doctors may treat, and desireable mental stances for those working with alcoholics are described.

Coppolino, C. A. and C. M. Coppolino.
The Billion Dollar Hangover. New York, A. S. Barnes, Inc., 1965. 212 pp.
Introduction by Sidney Greenberg.
Chapter titles include: The role of business in arresting alcoholism; Basic company policy; Treatment sources; Early discovery of the alcoholic employee; Reaction of supervisors to alcoholics; Acceptance of treatment by the alcoholic employee; The company program; and Summary and Index.

Drugs and drinking in the business world.
U. S. News and World Report, March 22, 1971, pp. 70-73.

Drunk on the 6:11.
Newsweek, vol. 63, March 16, 1964, pp. 101-102 +.

Falkey, D. Bruce.
Individual problem drinking on and off the job. Journal of Occupational Medicine, vol. 4, December 1962, pp. 726-731.
The author is Director of the Cleveland Center on Alcoholism.
The information on problem drinkers can be gathered from ongoing industrial alcoholism programs, and from the results at research centers and clinics. Religious affiliation determines the utilization an individual will make of alcohol; the Methodist Church, for example, clearly frowns on it.
The author stresses that a company should have a definite omnibus policy regarding problem alcoholism, which should be widely circulated though not necessarily written down.

Fighting alcoholism: the corporate battle against disease lags, a study showed; only 350 to 400 of 1.5 million U. S. Corporations have anti-alcoholism programs.
Wall St. Journal, May 23, 1972, p. 1, column 5.

Franco, Charles S.
Do you have a hidden man on your payroll? Supervisory Management, vol. 3, no. 5, May 1958, pp. 20-27.

Gill, Edward K.
A primer on alcoholism in industry. New York, New York University, 1959. Master's thesis in Business Administration.

Glatt, M. M.
Alcoholism and industrial absenteeism. British Medical Journal, vol. 4, December 26, 1970, p. 804.

Hurwitz, I. and David Lelos.
A multilevel interpersonal profile of employed alcoholics. Quarterly Journal of Studies on Alcohol, vol. 29, no. 1, March 1968, pp. 64-76.

Johnson, H. J.
Business drinking: a health hazard; interview. U. S. News and World Report, vol. 72, March 13, 1972, pp. 70-71.

Johnson, H. J.
Drugs and drinking in the business world; interview. U. S. News and World Report, vol. 70, March 22, 1971, pp. 70-73.

Kamner, M. E., et al.
Alcohol problems. Study by Industrial Medical Department. New York Journal of Medicine, vol. 69, December 15, 1969, pp. 105-110.

Kemper Insurance Co. Public Relations Dept.
Management guide on alcoholism and other behavioral problems. Chicago, Illinois, Kemper Insurance Co., 1970. 12 pp. Available from: Kemper Insurance Co., 4750 Sheridan Road, Chicago, Ill., 60640. Free.

McCarthy, George W.
Alcoholism: why a program in industry. American Association of Industrial

Nurses Journal, vol. 14, May 1966, pp. 14-16.

The author outlines the impact of alcoholism on the whole family, but states that even in industry and the business world, there is reluctance to assist in the recovery stages. Apparently one example of the latter is the fact that "good programs have floundered because the personnel director did not get the confidence of the employee group."

The role of the supervisor is seen as crucial in linking the alcoholic employee with the proper treatment personnel.

Motley, Red.

Red Motley talks about alcoholism. Sales Management, vol. 83, November 20, 1959, pp. 36-37 +.

Alcoholic executive, now no longer drinking, talks about how he recognized, came to terms with his problem, and how his experience might be useful to others.

Norris, J. L.

Alcoholism in industry. Archives of Environmental Health (Chicago), vol. 17, September 1968, pp. 436-445.

The Germann Memorial Lecture in which the writer pictures the problem of a typical alcoholic employee as being one which is hampered by the many masks which society uses to shield alcoholics and colleagues from coming to grips with the disease. Ultimately, church outlooks, insurance policies qualifications, and even hospital admissions are affected by this head-in-the-sand prudish approach.

Early attempts to combat alcoholism on the part of various companies since about 1947 are listed. The importance of the role which company management plays in determing whether or not an employee's alcoholic problem will be met or merely avoided, is emphasized. The course of the onset, treatment, and present status of several alcoholic employees is given.

Presnall, L. F.

Alcoholism – an employee health problem. New York, National Council on Alcoholism, 1962. 11 pp. Obtainable from: 2 E. 103rd St., New York, N. Y. 10029. 10¢.

Raleigh, Robert L.

Alcoholism in Industry. In Alcoholism, edited by Ronald J. Catanzaro, pp. 393-400. Springfield, Illinois, C. C. Thomas, 1968. 508 pp. Bibliographies.

This is Chapter 33 of a very comprehensive book. The author is the Medical Director of the Tennessee Eastman Kodak Companh, Kingsport, Tenn. A case history is included.

Trice, Harrison M.

Alcoholism and the work world. Sloan Management Review, vol. 12, Fall, 1970, pp. 67-75.

Trice, Harrison M.

What we know about alcoholism in industry. Public Health Reports, vol. 74, February 1959, pp. 153-158.

Discusses alcoholism in terms of its importance as a personnel problem for employers.

Two million workers affected by alcoholism.
Science News Letter, vol. 89, January 29, 1966, p. 70.

Uhlmann, F. W.
Alcoholism and the world of work. Employment Service Review, vol. 5, December 1968, pp. 16-20.
Labor Dept. program to cope with problems of alcoholic includes statement of policy and booklet to guide supervisors.

What every worker should know about alcoholism.
Washington, D. C., AFL-CIO, 1963. (revised ed.) 6 pp. folder. Obtainable from: AFL-CIO Pamphlet Division, 815 16th St., Washington, D. C. 20006. Free.
AFL-CIO community service activities in cooperation with National Council on Alcoholism.

Wooley, D. E.
The American alcoholic: a handicapped worker. Employment Service Review, vol. 4, August-September 1967, pp. 4-7.

Woolff, M. G.
Chronic alcoholism; its management as a social and industrial medical problem. South African Medical Journal, vol. 36, May 5, 1962, pp. 349-353.

Wright, H. Beric.
The new alcoholic: one more problem for the board. Director, vol. 15, September 1962, pp. 450-452 +.

II. -B. ALCOHOLISM AND DRINKING IN THE JOB SETTING

The alcoholic executive.
Fortune, vol. 61, January 1960, p. 99.
See Section I for annotation.

Alcoholic in sales; a day at a time.
Sales Management, vol. 102, March 15, 1969, p. 46 +.

Alcoholic salesman.
Sales Management, vol. 84, no. 7, April 1, 1960, pp. 45-46 +.

The alcoholic worker.
New York, National Industrial Conference Board, 1958. Studies in Personnel Policy, no. 166.

Alcoholism's terrible corporate toll.
Business Management, vol. 35, January 1969, pp. 57-61.

Are agency men normal drinkers?
Printer's Ink, vol. 272, July 1, 1960, pp. 24-25.
A survey by Kalak Water Co.

Belding, D.
How I handled it; office drinker. Office, vol. 57, June 1963, p. 126.

Business copes with alcoholics.
Business Week, October 26, 1968, pp. 97-98.
Concerned with growing costs of alcoholism and effectiveness of industrial programs arising from the recognition of alcoholism as a disease. Continues with difficulties in identifying alcoholics and of getting them to seek help which result in large part from the adverse attitude of the public.

Business fights the big hangover.
Business Week, March 7, 1970, p. 112.

Cain, Arthur H.
The alcoholic: who he is, how you can help him. Factory, vol. 117, no. 6, June 1959, pp. 244-250.

Carding, A. D.
Booze and business: can your employees mix them? Administrative Management, vol. 30, December 1969, pp. 20-22.
The article suggests that when handling alcoholic workers, supervisors would be better advised to approach the problem on the tack of work efficiency loss, rather than adjudicating moralistically. The firm's own company program should be used, then. In chart form, various crucial points in the employee's alcoholic deterioration pattern are analysed from the standpoint of the state of his emotional manifestations.

Coffey, C. W.
Alcoholism in industry: a $100-million hangover for Texas. Texas Business

Review, vol. 43, June 1969, pp. 161-168. Charts, table, map.

Collins, Willian E., David J. Schroeder, et al.
Effects of alcohol ingestion on tracking performance during angular acceleration. Journal of Applied Psychology, December 1971, pp. 559-563.

Colonna, F. I.
Management and the problem drinker. Management Review, vol. 48, September, 1959, pp. 22-29.
Discusses the alcoholic personality, how the alcoholic can be discovered, and what Consolidated Edison Company's supported program for treating alcoholism in the industry is. Describes human and financial costs.

Conference Report: Alcoholism in Industry.
Public Health Reports, vol. 75, September 1960, pp. 778-780.
Summarizes a session in "Modern Approaches to the Problem Drinker in Industry" held at an annual meeting of the National Council on Alcoholism.

D'Alonzo, C. Anthony.
The drinking problem — and its control: the personal, health, industrial and community aspects of alcoholism and its treatment. Houston, Texas, Gulf Publishing Company, 1959. 130 pp.

Dana, Allen H.
Problem drinking in industry: a study of industrial implications of alcoholism in Florida. Research Reports Social Science, vol. 6, February 1963, pp. 1-113.

Daykin, Walter L.
The alcoholic in industry. Labor Law Journal, vol. 11, October 1960, pp. 883-890.
Documents various decisions regarding dismissed employees who were alcoholics.

Drinking habits of the executive: study shows when, what, how many.
Industrial Marketing, vol. 54, January 1969, p. 14 +.

Ear-nose-throat doctor reports aspirin likely to make that Monday morning headache or hangover a little worse.
Wall St. Journal, June 6, 1968, p. 1, column 5.

Earle, Howard.
They're helping the alcoholic worker. Today's Health, vol. 38, December 1960, pp. 26-27.
The writer describes the dilemma of the hidden alcoholic's co-workers who shield him until a really crucial incident brings out the truth about his condition to the top management. This usually brings out the employee's instant discharge. The writer suggests how rehabilitation before a crucial incident which results in a firing is the better way for everyone, since to salvage an otherwise productive worker from alcoholism may be less expensive in the long run than training a replacement, painful as the beginning (that is, squarely facing the problem) may be.
"Alcoholism is the third greatest health problem in the United States. It costs industry more than $500 million annually in hospitalization."
The writer suggests that most employees will go far out of their way to

cover up for a colleague whom they know is alcoholic. To offset this, other techniques to detect alcoholic employees must be used. One prominent sign of alcoholism is absenteeism, particularly on Mondays and after payday. Other clues are inexplicable changes of personality, sudden outbursts of temper, alterations in temperament or mood, and general irregularity of on-the-job attendance.

Erickson, D. A.
How can a supervisor deal with the employee who has a drinking problem? Inland Printer/American Lithographer, vol. 164, February 1970, pp. 37-38.

FAA considers rule that would prohibit any person from flying a civilian aircraft within eight hours after consuming an alcoholic beverage.
Wall St. Journal, August 18, 1970, p. 1, column 5.

FAA proposed rule prohibiting pilots or other crew members of civilian aircraft from flying within eight hours after consuming alcoholic beverages.
Wall St. Journal, June 17, 1970, p. 16, column 2.

Faurobert, Louis.
Le risque alcool dans l'enterprise, du manoeuvre au P. D. G. Paris, Éditions ouvrières, 1970. 189 pp. Illustrations. Bibliography, pp. 188-189.

Foster, W. O., Jr.
The early alcoholic: kindness vs. confrontation. Maryland State Medical Journal, vol. 19, September 1971, pp. 31-32.

Fox, Ruth.
Alcoholism in industry. The Journal of the American Medical Women Association, vol. 20, no. 12, December 1965, pp. 1109-1119.

The author is Medical Director, the National Council on Alcoholism, Inc., New York City.

The article provides a good comprehensive look at the general problem of alcoholism in the employment picture, and the characteristics and behavior of management which has almost willingly allowed it to get out of hand. Mention is made of the role which social drinking — which is hard on the person on a trial abstension period — has as an almost legitimate adjunct to the behavior of businessmen, what with the cocktail parties, drinks to seal bargains, the drinking period after the wrap-up of a productive deal, and so on.

The author outlines the total social toll which acute alcoholism wreaks on the public at large: "for every one alcoholic there are 5 to 10 other persons who are greatly and adversely affected by this type of drinking — wives, husbands, children, parents, employers or employees, friends, the police, etc."

The loss to industry is about 2 billion dollars a year; about 90% of alcoholic employees in industry are aged 35 to 55.

The article delineates the heavy cost for industry, but also for the innocent people inadvertently affected in the wake of alcoholism. The ways alcoholics have of masking and of disguising their disease, is also taken up.

The 'Chart of Alcoholic Addiction and Recovery' is reproduced in full. It shows the dozens of various phases, along with the simultaneous psychological symptomatology of gradually intensifying alcoholism, and then chronic alcoholism, followed by the upswing into the recovery phase. Also reprinted is the "Twenty Questions Test."

"Only with a minute scrutiny of the pattern of drinking behavior of an individual can one differentiate between an excessive social drinker and an alcoholic in the early stages of addiction."

Various nationally-organized alcoholism programs are cited, including relief for the family. Also contained is a list of the symptoms which an industrial nurse must look for in diagnosing possible alcoholic employees, in addition to a short description of the on-the-job typical problems she will usually come up against.

Gill, Edward K.
A primer on alcoholism in industry. New York, New York University, 1959. M. B. A. thesis in Management.

Gulick, Merle A.
Alcoholism and business management. Annals of the New York Academy of Science, vol. 133, September 23, 1966, pp. 877-879.

The writer is vice president of the Equitable Life Assurance Society of the United States, in New York.

He delineates the typical situation existant in many companies — an all-but-spoken unwritten agreement — concerning employee alcoholism: that as long as it is not at the crucial stage and does not radically impair the worker's output, it should be tolerated by supervisors and co-workers; but, if the employed alcoholic cannot hide his illness any longer, he is to be abruptly fired. The author points out the many fallacies and traps in this system: one centers around the fact that frequently an employee's training costs the company around $3,000, a price they must pay out all over again for a replacement, in addition to losing an old employee's experience and expertise.

Not only does alcoholism cause, on the average, 21 working days of absenteeism yearly, it also drains the employee benefit program. The author's company believes that to ignore the ravages of alcoholism is to really cost the company more ultimately than if it had been less approach-avoidance oriented in confronting the alcoholic problem squarely, initially.

"We might say that as our population expands, we are turning out alcoholics on what amounts to an assembly line basis but attempting to cure them as individuals."

Habbe, Stephen.
The drinking employee — management's problem? Conference Board Record, vol. 6, no. 2, February 1969, pp. 27-32. (See annotation in Section III.)

Habbe, Stephen.
Union-management cooperation on alcoholism control. Conference Board Record, vol. 6, July 1969, pp. 31-35. (See annotation in Section III.)

Hanna, L. G.
An alcoholic on the staff. Management, vol. 16, July 1969, p. 47 +.

To treat the subject with therapy is better than firing him, for all concerned.

High-priced half man: the executive alcoholic skillfully camouflages his disease, often with the unwitting aid of top management.
Journal of American Insurance, vol. 45, May/June 1969, pp. 6-10. Illustrations, chart.

Hockwald, H. L.
The occupational performance of thirty alcoholic men. Quarterly Journal

of Studies on Alcohol, vol. 12, 1951, pp. 612-620.

How you can handle over-imbibing employes.
National Petroleum News, vol. 60, April 1968, p. 161.

Hricko, A.
Alcohol has menacing role in flight safety as on highways. National Underwriter (Fire ed.), vol. 74, August 7, 1970, p. 1 +; and also August 14, 1970, pp. 10-13.

Jones, B., et al.
Specific versus generalized deficits of abstracting ability in chronic alcoholics. Archives of General Psychiatry, vol. 26, April 1972, pp. 380-384.

Kelley, James W.
Case of the alcoholic absentee. Harvard Business Review, vol. 47, May 1969, pp. 14-16, +.
Detailed case history of an employee. Three opinions on company attitude and approach to alcoholism are given.

Kingston, I.
Alcoholism in industry: detection, prevention control. Occupational Health Review, vol. 13, no. 4, 1961, pp. 23-27.

Leggo, Christopher.
The supervisor and the alcoholic employee. Journal of Occupational Medicine, vol. 9, March 1967, pp. 96-98. (See annotation in Section III.)

Manes, Peter R.
Management of the alcoholic in industry. Journal of Occupational Medicine, vol. 8, February 1966, pp. 77-80.
"Of the 70 million people in the U. S. who use alcoholic beverages, 5 million, or 1 in 14 have a drinking problem." The "alcoholic" label has been supplanted by "problem drinker," indicative of the masking which people perpetrate with the best intentions.
Writing about the handling of such employees in his company, the New England Telephone & Telegraph Co. in Boston, the author relates that when an employee's record indicates the possibility of alcoholism, the supervisor tells the employee that he has a month to improve his record. If he does not, or if he desires medical assistance, the company's doctor examines him and prescribes.
Alcoholics Anonymous has been used most by this company as a referral clinic: hospital clinics are much more crowded. During the A. A. period of treatment, the alcoholic consults with the company physician once a week. The wives of alcoholics — who themselves may unconsciously propitiate the husband to drink, if they are either the martyr or the mothering type — can go to A. A. meetings for wives. Tranquillizers are the only drug used at this company's clinic.
Relapses are frequent but if an employee goes for help on his own, the outlook is better. If the drinking program is not effective, a series of suspensions are tried before termination, and this only in consultation with the medical department.
"It is more expensive to neglect this unfortunate individual than to help him."

Margetts, S.
Staggering cost of the alcoholic executive. Dun's Review and Modern Industry, vol. 91, May 1968, pp. 32-34. (Also in Management Review, vol. 57, July 1968, pp. 31-36.)

In spite of the enormous cost of the alcoholic executive, industry responds to the social stigma and tries to ignore him. Unfortunately the highly competitive atmosphere in which social drinking is permitted and even encouraged is conducive to alcoholism.

Among industrial concerns which deal frequently with the public such as Eastman Kodak Company, du Pont, and Con Edison, programs exist, but they are geared to the supervisor-employee relationship and thus bypass the executive.

Since the alcoholic executive is more likely to come in contact with community organizations, the author recommends local business work in conjunction with these organizations.

Maxwell, M. A.
Early identification of problem drinkers in industry. Quarterly Journal of Studies on Alcohol, vol. 21, December 1960, pp. 655-678.

Maxwell, M. and J. Wesson.
Social variables and early identification of alcoholism on the job. Unpublished data, 1963.

Morrison, June.
Alcoholism and employment: an incompatible pair. Arizona Review, vol. 20, December 1971, pp. 1-4.

O'Brien, C. C.
Alcoholism among disciplinary cases in industry. Quarterly Journal of Studies on Alcohol, vol. 10, 1949, pp. 268-278.

Observer (pseudonym), and Milton A. Maxwell.
A study of absenteeism, accidents, and sickness payments in problem drinking in one industry. Quarterly Journal of Studies on Alcohol, vol. 20, 1959, p. 302-312.

Page, Robert C., M. D., John J. Thorp, M. D., and D. W. Caldwell, M. D.
The problem drinker in industry. Quarterly Journal of Studies on Alcohol, vol. 13, 1952, pp. 370-396. Bibliography, pp. 395-396.

Parks, S. W.
Alcoholism and industry. West Virginia Medical Journal, vol. 66, January 1970, pp. 16-18.

Pell, Sidney, and C. A. D'Alonzo.
Sickness absenteeism of alcoholics. Journal of Occupational Medicine, June 1970, vol. 12, pp. 198-210.

Pike, T.
Dangers of the managerial drunk. Iron Age, vol. 196, December 30, 1965, p. 39.

Porter, Sylvia.
Business costs of alcoholism. Current, vol. 102, December 1968, pp. 31-32.

Compares figures on the cost of alcoholism now as compared to five years ago in terms of absenteeism, tardiness, sick leave, other fringe benefits, wasted time, accidents, wasted material, and loss of trained manpower.

Discusses industry's neglect of this problem.

Problem drinkers in industry.
Transactions of the Society of Occupational Medicine, vol. 18, April 1968, pp. 71-73.

Ritzer, G. and James A. Belasco.
Cooperating on alcoholism; a union dilemma. Conference Board Record, vol. 6, no. 7, July 1969, pp. 36-37. (See annotation in Section III.)

Robinson, D. and N. Robinson.
Supervisor and the alcoholic worker. Supervisory Management, vol. 8, February 1963, pp. 13-16. (See annotation in Section III.)

Roman, Paul M. and Harrison M. Trice.
The development of deviant drinking behavior; occupational risk factors. Archives of Environmental Health, vol. 20, March 1970, pp. 424-435.

Rose, Harry K. and M. M. Glatt.
A study of alcoholism as an occupational hazard of merchant seamen. Journal of Mental Science, vol. 107, January 1961, pp. 18-30.

Of 100 men interviewed from the British merchant marine, (some while on board ship in fact, others while docked at Trinidad) by far the majority were found to be under 35; about half were married. Fifty-one were found to drink heavily or very heavily, especially those who had been at sea over five years. Only about a fifth of the interviewed sample drank lightly, and only one didn't drink.

"The average merchant seaman seems to consume alcohol more regularly and in greater amounts than non-seamen." The authors present quite a body of information, supported with statistics interwoven into the statements, regarding non-seamen alcoholics, and they compare and contrast the two sets. Data and observation gathered at Warlingham Park Hospital is drawn on heavily to make inferences about merchant seamen drinkers. It appears that although drinking does occur more in seamen than in the general populace, this built-in occupational adjunct - daily contact with alcohol to some extent - seems to be a result of personality factors which go into making up the desire to be a seaman which an individual gets, rather than due to encounters with alcohol on board ship. The authors believed that there seemed to be certain personality immaturities common to both groups: alcoholics in general, and seamen. Just as with alcoholics on land, alcoholsm in seamen can be cured, such as with the help of the A. A. at the seaman's home base.

Schemmel, William.
The executive alcoholics: the problem in Atlanta, Georgia; treatment facilities and programs. Atlanta Monthly, vol. 10, May 1970, pp. 79-84 +.

Sheriff, Don R., ed.
The problem drinker in industry: Proceedings of the eighth annual Labor-Management Conference, Iowa State University. Iowa City, Iowa, Iowa State University, Bureau of Labor and Management, August 1962. iii + 49 pp. (Conference Series no. 6.)

Should you fire an alcoholic?
Industry Week, vol. 166, April 6, 1970, pp. 32-38. Illustrated.

Sternhagen, C. J.
Absenteeism — when the cause is a medical problem. Supervisory Management, vol. 15, March 1970, pp. 21-23.

Stevenson, R. W.
Absenteeism in an individual plant due to alcoholism. Quarterly Journal of Studies on Alcohol, vol. 2, 1942, p. 661.

Stollentz, E.
Alcoholism and neuroses in industry. Therapie der Gegenwart, vol. 110, July 1971, pp. 1060-1062. (In German.)

Straus, R.
Recognizing the problem drinker in business and industry. Journal of Business, vol. 25, 1952, pp. 95-100.

Strayer, Robert.
A study of the employment adjustment of 80 male alcoholics. Quarterly Journal of Studies on Alcohol, vol. 18, 1957, pp. 278-288.

Thurber, P., Jr.
Alcoholism in industry. Journal of the American Medical Association, vol. 215, March 15, 1971, p. 1737.

Travers, Dorothy.
Excessive drinking in industry: a threat to productivity. American Association of Industrial Nurses Journal, vol. 14, May 1966, pp. 10-13.
Surveys estimate that 3% of industrial workers drink too much. Among workers under 40, on-the-job accidents account for twice the number as for non-drinkers.
Yet part of the problem is with industry itself, since though it abhors employee absentee waste, many a time it fails to come to grips directly with a specific individual's alcoholism.
Executives appear to be in the best position of all to conceal alcoholism, as their absenteeism does not show up on any record and can, indeed, pass as being necessary for the job at hand.
In men, uncontrollable alcoholism may not be obvious until age 45 or 50, and alcoholism as a disease takes a period of 10 to 20 years to build to a clear debilitation. However, in the case of women, this schedule can be severely truncated.

Trice, Harrison M.
Absenteeism among high-status and low-status problem drinkers. ILR Research, vol. IV, no. 1, Spring 1958, pp. 10-13.

Trice, Harrison M.
Alcoholic employees: a comparison of psychotic, neurotic and "normal" personnel. Journal of Occupational Medicine, vol. 7, March 1965, pp. 94-99.
The 1956-1961 personnel and medical records of a "large eastern company" were scrutinized to provide information on these three debilitating illnesses. It appears that workers found to be alcoholics tended to be generally in the

ranks of the blue collar and lower-status job, yet the author queries this as actually meaning that the higher-up echelons provide one with the ability to conceal the disease. The author notes that usually the last two years before "discovery" are marked by ever-increasing absenteeism.

Generally, and seen vis-a-vis psychotic and neurotic behavioral disabilities, diagnosed alcoholics tended to be middle-aged men in the middle ranks of the work hierarchy, who had multiple dependents, who worked with manual skills, generally for less pay and fewer promotions. Typically, they had difficulties with credit and wage garnishments.

Trice, Harrison M.

New light on identifying the alcoholic employee. Personnel, vol. 41, no. 5, September-October 1964, pp. 18-25. Also reprinted by the New York State School of Industrial and Labor Relations, Cornell University, Ithaca, New York, as Bulletin #162.

The article delineates the various signs which supervisors see when employees are developing alcoholism, as well as the symptoms the alcoholic himself notices. The developing ability of early-stage latent alcoholic workers to cover up for themselves is an important reason that the illness usually remains undiagnosed or even unsuspected for some time. The many facts of alcoholic behavior which can bother supervisors are enumerated in full. A few can be summed up by the general comment that such workers (who may be not yet found to be alcoholic) have to be watched more closely. This was exemplified as a downward work efficiency slope after a good, productive period. Some other frequent clues were: poorer work, particularly in the afternoon; the frequent taking of short vacations or of breaking it up in many portions; and generally inexplicable physical bruising suffered off the job.

As far as health symptomatology, alcoholic employees had, coterminous with their disease, such factors as flu, tuberculosis, ulcers; and hemorrhoids cropped up frequently in addition to that more typical physical concomitant of alcoholism, cirrhosis.

Trice, Harrison M.

The problem drinker on the job. Ithaca, New York, Cornell University, New York State School of Industrial and Labor Relations, 1959. Bulletin #40. 50 pp. Tables. (3rd printing, 1964.) Bibliography, pp. 49-50.

Though possibly more important now as a milestone of research in its time, this document still holds a great deal to interest managers and supervisors of the 1970's. For instance, the preface draws out the often-missed fact that alcoholism is more usually detected and acted upon in the later, sometimes too-late stages; and that in the early and middle stages, there are many deleterious effects.

The essay is broken up into a series of chapters with occasional, clear, yet not overwhelmingly numerous tables with statistics.

Section III takes up "Behavior of the problem drinker on the job." Topics selected are Early symptoms; The Developing alcoholic; Job aspects of middle-stage alcoholism; Job efficiency; Absenteeism; Rate of Absenteeism; Accidents; Identification of the developing alcoholic.

There are a number of useful citations to literature from before 1959.

Trice, Harrison M.

Work accidents and the problem drinker. ILR Research, vol. III, no. 2, March 1957, pp. 2-7. Available from the Distribution Center, School of Industrial and Labor Relations, Cornell University, Ithaca, New York.

Trice, Harrison M. and James A. Belasco.
The alcoholic and his steward: a union problem. Journal of Occupational Medicine, vol. 8, September 1966, pp. 481-487. Bibliography included.

The authors state that of about five million alcoholics in the U. S., about 80% of them are men, the age concentration being from 35 to 50. Since white collar workers are especially good at concealing alcoholism, this makes it difficult for the shop steward in the industrial situation. Sometimes the alcoholic's work burden is carried over to other employees to share, thus arousing bitterness. The blue collar worker usually must miss a full day to recover from a hangover, whereas executives manage to come in for most of the impaired workday.

The article describes the double pressures on the shop steward — who must both placate the other employees, yet not report the deviant employee unfavorably lest he be accused of collusion with management.

The authors suggest training to recognize the common symptoms of alcoholism as an aid to the steward's dilemma, in conjunction with joint labor-management committees set up for dealing with problem employees. Another plan is a buddy system in which someone of similar background to the employee would be acting as a work companion in the follow-through stage, staying with the afflicted employee through the end of the disease.

Trice, Harrison M. and James Belasco.
Identifying and confronting the alcoholic employee: role of the industrial nurse. American Association of Industrial Nurses Journal, vol. 13, October 1965, pp. 7-10.

The typical approach-avoidance bind of 'turning the employee in' is explained: oftentimes it would be as devastating as labelling someone a Communist.

"The industrial nurse has a unique opportunity to bridge this chasm between policy and implementation." Because the line manager and the nurse are not competitors for promotion, she can be frank in dealing with the line manager in regard to other alcoholic employees. He, typically, has all kinds of defenses and reasons for not dealing with such an employee which she, conversely, can get through to.

Trice, Harrison M. and James Belasco.
Job absenteeism and drinking behavior. Management Personnel Quarterly, vol. 6, Spring 1967, pp. 7-11.

The various combinations of absenteeism are explored: two types figure usually and these are the on-the-job absenteeism, when the employer leaves for a quick nip, and the stay-home type. Alcoholism provides a new twist with a peculiar combination of these types. States that "the major cost of alcoholism in employees lies in absences due to health problems generated by alcohol." The article discusses studies of absenteeism as they are related to alcoholism, and the varieties of absence.

Vaschak, M. R.
Alcoholism: the constructive view by industry. Three case histories. Journal of the American Medical Women's Association, vol. 24, May 1969, pp. 393-397.

Vercellotti, E., et al.
Survey of the drinking habits of workers at a factory in Turin. Igiene Moderna (Modern Hygiene, vol. 61, May-August, 1968, pp. 767-796.
(In Italian.)

Vogl, A. J.
Executive drinking; too many losers. Sales Management, vol. 93, July 17, 1964, pp. 25-27 +.

Traces the executive atmosphere conducive to alcoholism. There is a tendency to pretend the problem does not exist. The article is a warning written directly to the alcoholic or potential alcoholic.

Waller, J. A.
The role of alcohol in collisions involving trucks and the fatally injured. Archives of Environmental Health (Chicago), vol. 20, February 1970, pp. 254-258.

Warkov, Seymour, Selden D. Bacon and Arthur C. Hawkins.
Social correlates of industrial problem drinking. Quarterly Journal of Studies on Alcohol, vol. 26, no. 1, March 1965, pp. 58-71.

The article elucidates the drinking employee's attitude towards his work and his general social outlook. It also delineates the reponse of the work colleagues of problem drinkers to the alcoholic behavior.

Employees in a private utility employed between 1956-1958 as wage earners or foremen or supervisors were studied; from about 5,500 of them, 408 workers were studied. From this random sample of 408, 3 were found to be problem drinkers, yet from the total force, 62 problem drinkers were disclosed.

On analysis, the data revealed that "a disproportionate number of problem drinkers were concentrated in the middle and older age categories." A much higher rate of marital dislocation was found among the drinkers, and a much greater likelihood of less education was found. Though Negroes made up only 3% of the random sample, they contributed 13% to the problem drinking ranks. The authors posited that this was due to their generally unskilled position and relatively poorer education.

One seeming paradox which the researchers uncovered was in regard to work habits. For, amongst the problem drinkers in the skilled or white-collar levels, 39% were rated as unsatisfactory, whereas only 21% of the lower skill levels were so rated. The authors hypothesized two ideas to explain this, one centering on the nature of organization and its concomitant hierarchical lines of censure, and the other being around local community social structure.

The findings seemed to indicate that people in supervisory positions came down harder on people under them who were of the white-collar and other upper echelons because they themselves were relatively more socially conditioned to resist and rebuke drinking. However, supervisors' evaluations of lower levels' high absenteeism were not colored by a correlative drinking problem.

Wilcox, C. F.
The alcoholic in industry. Ohio Medical Journal, vol. 64, January 1968, pp. 77-78.

Wooley, D. E.
The American alcoholic: a handicapped worker. Employment Service Review, vol. 4, August-September 1967, pp. 4-7.

Zentner, A. S
Alcoholism and the job. International Psychiatry Clinics, vol. 6, 1969, pp. 277-286.

III. MANAGEMENT CONFRONTS ALCOHOLISM; AND SPECIFIC COMPANIES' PROGRAMS

Alcohol: scourge of the manager.
International Management, vol. 25, April 1970, p. 46.

The alcoholic in industry and the role of the personnel specialist.
Industrial Medicine and Surgery, July 1965, pp. 571-572.

The article summarizes a seminar by Cornell University's School of Industrial and Labor Relations, held January 14, 1964.

Points: 1. What are the ingredients of an effective program?
- a standard policy must be accepted and backed up by top management.
- wide communication of the policy must exist.

2. What are the essentials of an effective policy?
- knowing alcoholism is a disease, and that problem drinking, not social drinking, is to be treated.
- producing rehabilitation, not punishment.
- a unique policy is needed for the topic of alcoholism.

3. The reluctance to 'unmask' alcoholics is tied to:
- Generally, one doesn't tattle on the job.
- Ideally, one doesn't label.
- Getting a loyal (but alcoholic) worker fired would be bad.
- The 'halo effect' in reverse: he's an alcoholic, so he's a skid row bum candidate.
- 'Protection' in reverse: the line manager may himself want 'masking' some day.
- It is embarrassing to confront an employee.
- Other things are more easily solved so they get priority.
- The line manager hates to make a misdiagnosis on the basis of just a few facts.
- The view that to treat alcoholics is just another bother he has to get out of the way.
- There is the dislike of prying into employee's personal lives.

Alcoholism in industry.
America, vol. 118, March 9, 1968, p. 308.

This partial-page article primarily describes the fifteen minute Union Carbide anti-alcoholism documentary film, "Need for Decision." This company has 80,000 employees.

The film demonstrates the three-concept program of the company, in which the supervisors are specially geared to becoming much more sensitive in noticing symptoms of alcoholism. Once carefully confirmed, a supervisor informs the employee himself of his findings. He tells him he will be dismissed unless there is radical change.

"Unions and top management for too long have been hurting the alcoholic through a specious fraternalism, shielding him from himself and his responsibilities."

Alcoholism seminar cites work of USWA in fighting disease.
Steel Labor, vol. 34, February 1969, p. 15.

First Pittsburgh Conference on alcoholism is held. Role of steel workers in trying to solve the problem is discussed.

Alcoholism's terrible corporate toll: a 10 point program to reduce its ravages.
Business Management, vol. 35, no. 4, January 1969, pp. 56-61.
The pivotal role of the supervisor in alcoholism programs is given. The Kemper Insurance Company's ten step program is cited as commendable. A scheme for determining the degree of alcoholism is given.

Amberg, M.
To fight a disease: alcoholism. IUE News, vol. 20, February 27, 1969, pp. 6-7.
Electrical workers (IUE) local and General Electric work together to solve problem of alcoholic employees.

American Management Association, Inc.
Dealing with the alcoholic employee. New York. Dates range from 1957 to 1966.
Includes: Trice, Harrison M., Identifying the problem drinker on the job.
Robinson, Donald and Nadine Robinson, The supervisor and the alcoholic worker.
Trice, Harrison M., New light on identifying the alcoholic employee.
American Management Association, The alcoholic, is he worth the effort?
American Management Association, What to say to an alcoholic.
Buchanan, Heydon W., How companies are dealing with alcoholism.

American Motors Corporation and UAW announce agreement on establishing program for treatment and rehabilitation of drug and alcohol abuse among 11,000 workers.
New York Times, January 26, 1972, p. 42, column 8.

Brooks, T. R.
Managing your manpower; industry saves alcoholics. Dun's Review and Modern Industry, vol. 79, March 1962, pp. 147-148.
It is estimated that the alcoholic employee costs $500 yearly. The National Council on Alcoholism states: 1) The best solution is not necessarily firing; 2) It may cost only $100 to reclaim a valued employee.
There is a 65-75% cure rate.
Various companies who have A. A. programs are listed.

Buchanan, H. W.
How companies are dealing with alcoholism. Personnel, November-December 1966, pp. 19-26.
Because alcoholism is curable, given present techniques, more companies are realizing the benefits of programs, including those for employees from all levels including executives.

Business and the bottle.
Time, vol. 74, November 9, 1959, p. 64.
One billion dollars is lost from 2,000,000 problem drinkers. Discusses programs started by various companies — frequently with the help of A. A. — and their percentage of success.

Business now aiding alcoholics, Kemper-financed study finds. National Underwriters, vol.74, March 13, 1970, p. 23.

Carson, R.
Business battles alcoholism in its ranks. Look, vol. 32, May 14, 1968, p. T 19-20.

With 90% of problem drinkers between the ages of 30 and 55, more than 300 companies not only admit they have a problem but have active programs to deal with it.

Cassels, Louis.
Can you help the problem drinker? Sales Management, vol. 81, no. 5, August 15, 1958, pp. 29-31.

Chodorkoff, Bernard, Henry Krystal, James Nunn, and Ralph Wittenberg.
Employment characteristics of hospitalized alcoholics. Quarterly Journal of Studies on Alcohol, vol. 22, March 1961, pp. 106-110.

The authors write from the standpoint of the Alcoholism Treatment Center, Highland Park, Michigan. The occupational status, including job and rank, and the varieties of industries involved, of various people admitted to the Detroit Receiving Hospital and the Highland Park General Hospital are covered. This data was compared with other studies of a similar nature checking the splay of occupations. The study revealed that although any one occupation or echelon may be missing in any one sampling, it will eventually crop up in another, thus indicating the widespread nature of the illness. Continuing interest and development in anti-alcoholism programs by companies is indicated.

Cloud, L. A.
Aid to alcoholic employes yields dramatic success. National Underwriter (Life edition), vol. 64, December 10, 1960, p. 8 +.

Cloud, Luther A.
The role of industrial medicine in the prevention of eating and drinking problems. Annals of the New York Academy of Science, vol. 133, September 23, 1966, pp. 873-876.

The writer traces the history of industrial medicine — or occupational medicine —briefly. Human intangibles count for more than the dollar and cents costs which problem drinkers cause. Sometimes alcoholics present a facade of "a stable background in their lives in everything except their drinking." Thus such individuals have to be motivated with some logical reason to retain sobriety. "Until he finds something to substitute for it, which he is pretty sure will work, he is not about to stop drinking and becomes increasingly reluctant to lay aside his glass crutch."

The article touches on the growing problem of obesity with American adults — and of various canteen lunch programs which attempt to supplement dietary deficiencies, as well as to be tasty.

The writer believes that industry can and must — if it is to solve the dilemma economically — achieve a strong leadership role in correcting defective drinking and eating patterns.

Clyne, R. M.
Detecting and rehabilitation of the problem drinker in industry. Journal of Occupational Medicine, June 1965, pp. 265-268.

The heavy cost of alcoholism to industry is illustrated with figures, and the article traces the actions of the author's company, American Cyanamid

Co., with about 30 employees to combat alcoholism since 1961.

The importance of alerting the supervisors (line foremen or higher) to the danger signs and in training them to become valuable members of the treatment team, is brought out.

Companies offered help in fighting alcoholism.
Iron Age, vol. 194, December 10, 1964, p. 27.

Program set in motion by the National Council on Alcoholism.

Cyanamid: dry, not high.
Oil Paint and Drug Reporter, vol. 197, May 25, 1970, pp. 7 +.

D'Alonzo, C. Anthony.
The drinking problem — and its control: the personal, health, industrial and community aspects of alcoholism and its treatment. Houston, Texas, Gulf Publishing Company, 1959. 130 pp.

D'Alonzo, C. Anthony.
How employers can detect the alcoholic's eight stages. American Business, vol. 30, January 1960, pp. 28-31.

D'Alonzo, C. Anthony.
How to handle the problem drinker. Management Methods, vol. 17, no. 6, March 1960, pp. 74-82.

Dalton, M.
Men Who Manage. New York, Wiley, 1959. Pp. 80-85.

Dana, A. H.
Participation as a vital factor in adoption of a company alcoholism program. American Association of Industrial Nurses Journal, vol. 16, February 1968, pp. 13-18.

The case of the techniques used in the State of Florida Rehabilitation Program is described here. The difficulty in getting the various companies to accept the programs suggested by alcoholism agencies is etched. As a work problem, it has a different treatment approach than any other disability and alcoholism in the industrial setting will be handled differently than alcoholism in general.

Davis, W. W.
Practical experience with an alcoholism program in industry. Ohio Medical Journal, vol. 66, August 1970, pp. 814-816.

Dealing with the drinking problem.
Manpower, vol. 2, no. 12, December 1970, pp. 2-7.

The National Industrial Conference Board (NICB), a professional nonprofit research group, recently looked into the problem of alcoholism in 160 companies and compared their findings with a similar survey made by them ten years ago. "In industry, alcohol causes a $2 to $3 billion a year hangover, brought on by the tardiness, absenteeism, accidents, bad decisions, lost contracts, and medical costs of employees who imbibe too often and too much."

The NICB study seemed to point out that most companies underestimate by quite a bit the true frequency of problem drinking, though 69 out of the 160

c icerns had a program for control. Yet only 27 thought that it was negotiable as an anti-alcoholic device.

The story of the Great Northern Railway's invocation of "Rule G" — which prohibited employees' utilization of alcoholic beverages on the job or on companh property — is cited, a practice used even before their formal adoption of a program 19 years ago. Nowadays, their terminated employees are steered to resources in the community for help in fighting their disease rather than merely being let go, perhaps to get worse. Yet the company, now merged into the Burlington Northern, Inc., manages to retain on the job 60% of the afflicted who are receiving treatment. Yet the age-old problem of covering up for people whom you like or at least whom you do not wish to bring further problem to, remains.

The company hires four couples and a single man to work with the alcoholism problem across 27,000 miles of track: the men are reformed alcoholics; the wives work with the wives of the drinking employees. By early 1970, 1,738 cases had been involved. Of these 573 of them were terminated, some by death, though 1,049 have satisfactorily recovered, most without hospitalization. Of those hospitalized, the stays were brief, usually two to seven days.

The program at Boston Edison is also stated in some detail. Among problem areas they agonized with were: 1) Dealing with last chancers who were providers who needed yet another last chance; 2) Is alcoholism as well as its results, such as diminished performance, cause for firing?; and, 3) Do people other than doctors know who is alcoholic — wives, for instance?

Their program for problem employee drinkers takes one year, and includes hospitalization if it is necessary, right at the start. The package program must be accepted by the patient in its entirety, and the components include — in stage one — not working overtime, going to A. A. meetings four or five times weekly, not drinking, and sessions with the rehabilitation counselor for two months. The last two stages involve the above in lessened amounts.

The alcoholism programs of nine companies are given in detail. All rated Alcoholics Anonymous as high as far as being helpful; yet some employees abstained due to its emphasis on God and religion.

The article delineates in some details the case of the alcoholic executive: his special characteristics which render anti-alcoholic programs levelled mainly at blue collar workers ineffective in dealing with him. They were harder to spot, for one thing, because of their greater success at attending the job regularly. Strangely, this group works through vacation periods, possibly because of the fear of losing their means of support.

Poor alcoholics, on the other hand, have other problems. In August, 1970, the U. S. Dept. of Labor's Manpower Administration allotted funds of nearly $20,000 to the Vera Institute of Justice, Inc., to work with the Bowery-type drunk in New York City. A supported employment program with supplemental income are amongst the facets of their attack.

West cost activity, mainly around Seattle, is described. This centers about the idea of using the battery approach, in which the entire community's armamentarium of resources is utilized, combining agencies and facilities touching on vocational rehabilitation, legal assistance, welfare payments, and many others.

The article concludes with the caveat that though there has been much fruitful research and work in the area, much information is still needed to be unravelled concerning this most intricate of socio-psychological

diseases. Officials remain hopeful of establishing a national offensive against alcoholism involving both federal and state governments working in tandem.

Don't give up on alcoholic employee.
Iron Age, vol. 205, March 12, 1970, p. 25.

Erickson, D. A.
How can a supervisor deal with the employee who has a drinking problem? Inland Printer/American Lithographer, vol. 167, February 1970, pp. 37-38.

Ferrier, D. W.
Management policy and the alcoholic. An address to the Ontario Alcoholism Research Foundation, Ottawa, Ontario, October 21, 1953.

Franco, S. C.
Problem drinking in industry: review of a company program. Industrial Medicine and Surgery, vol. 26, 1957, pp. 221-228.

Grant, Murray and Richard D. Tatham.
The District of Columbia's experiences with the alcoholic. American Medical Association Journal, vol. 202, December 4, 1967, pp. 931-934.
A famous decision termed the 'Easter decision' which absolved the alcoholic as a criminal and treated him as a human being having an illness was the spark which produced this special rehabilitation regimen.

Greenberg, S.
Alcoholism and employment. RWDSU Record, vol. 14, February 19, 1967, p. 11.
Techniques of companies, the National Council of Alcoholism, and other groups to help the alcoholic worker are given.

Habbe, Stephen.
The drinking employee — management's problem? Conference Board Record, vol. 6, no. 2, February 1969, pp. 27-32.
A survey was used to find out how frequent alcoholism was in industry. Management of 160 companies helped supply information on both supervisors and non-supervisors.

Habbe, Stephen.
Management's changing views on alcoholism. Conference Board Record, vol. 5, October 1968, pp. 49-52.
Five per cent of all employees are alcoholic; most of these are from the 35-50 age group. Notes the growing receptiveness to alcoholism as a treatable disease.
Discusses a survey of attitudes towards alcoholism in industry done in 1958 and again in 1968, and the possibilities and probabilities of rehabilitation.

Habbe, Stephen.
Union-management cooperation on alcoholism control. Conference Board Record, vol. 6, July 1969, pp. 31-35.
Brings up two problems facing the possibilities of union-management

cooperation on alcoholism control which are the manner in which the company alcoholism program is begun and how such cooperation might compromise the union's relationship with its members. A survey in which 120 companies with unions participated, directed towards these two problems, is described and conclusions are given.

How a distillery rehabilitates alcoholics.
National Safety News, vol. 101, June 1970, pp. 56-59.
The Hiram Walker plant located in Peoria, Illinois, extends a counseling program. The need for further professional help beyond this point is stressed in the article.

Industrial Relations Office, U. S. Dept. of Defense (Navy).
Alcoholism, supervisory guide. Washington, D. C., U. S. Dept. of Defense (Navy), 1966. iii + 22 pp. Distribution from the issuing office.

Industry and the alcoholic.
Management Review, March 1966, pp. 30-32. (Condensed from Business.)
Concerns the workable programs some companies have who take the position that alcoholism is a health problem, and cope with it accordingly.

Industry holds leverage to cure alcoholic — his job.
Industry Week, vol. 167, November 30, 1970, pp. 20-21.

James, R. D.
Attacking alcoholism. Wall St. Journal, December 17, 1965, p. 1 +.
Article traces the overview of anti-alcoholism aspects being used across the country, with some specific techniques from industry complementing the general antidote strategy.

Johnson, Harry J.
The most ignored solution on the alcohol problem. An interview with Dr. Johnson. Business Management, vol. 27, no. 2, November 1964, pp. 64-66.

Jones, C. C.
Vocational rehabilitation of the alcoholic. Journal of Rehabilitation, vol. 33, September-October 1967, pp. 21-22.

Kemper, J. S., Jr.
Kemper group's alcoholism industry program is a success. National Underwriter, vol. 70, October 21, 1966, p. 46. (I. e., Life and Health Insurance edition.)

Kennecott Corporation's Utah Division program aids workers who are alcoholics, program discussed.
New York Times, May 21, 1971, Section III, p. 3, column 1.

Kleiler, F. M.
Dealing with problem drinkers. Supervision, vol. 21, May 1959, pp. 18-20.

Leggo, Christopher.
The supervisor and the alcoholic employee. Journal of Occupational Medicine, vol. 9, March 1967, pp. 96-98.

The author stresses the complexity of alcoholism, which thus leads supervisors to make personalized judgments about individual alcoholic workers in regard to the question of when they may get back on the job, and other problems. He suggests that alcoholics, rather than being permissively allowed to continue being poor job performers, must be treated as adults and firmly expected to react as mature people. Situations leading to the granting or denial of leave for treatment are another item touched upon in the article.

Manes, Peter R.
Management of the alcoholic in industry. Journal of Occupational Medicine, vol. 8, February 1966, pp. 77-80. (See annotation in Section II-B.)

Mellon, L. J.
How Boeing handles alcoholism. Industrial Medicine and Surgery, vol. 38, October 1969, pp. 317-324.

National Council on Alcoholism, whose affiliates in major U. S. cities seek to combat alcoholism through medical, labor-management and information programs, holds first meeting, National Center for Prevention and Control of Alcoholism head Dr. J. Mendelson reports study indicates only a handful of alcoholics get adequate medical treatment; holds alcoholics may be physically addicted to alcohol; AMA says 'alcoholics are treatable patients,' Dr. W. R. Willard speech; other medical experts stress severity of problem; note recent George Washington University study indicating 9-million adult Americans are alcoholics.
New York Times, April 5, 1970, p. 47, column 1.

New device detects drunks.
Fleet Owner, vol. 62, July 1967, p. 181. Illustrated.

The article has to do with an instrument which checks out drivers of motor trucks who are suspected of driving while under the influence.

NICB survey finds many companies are starting rehabilitation programs for alcoholic employees instead of dismissing them; estimates such employees cost American business $2-$3 billion a year; Weyerhaeuser Thompson-Heyward Chemical and Union Carbide rehabilitation programs described.
New York Times, March 6, 1970, p. 55, col. 3.

Norris, J. L.
A program for alcoholics in a company. International Psychiatric Clinic, vol. 6, 1969, pp. 287-305.

O'Rourke, J. J.
Alcoholism – stemming the staff toll. Burroughs Clearing House, vol. 55,

June 1971, p. 23 +.
A specific company's program, United California Bank.

Pell, S. and C. Anthony D'Alonzo.
Sickness, absenteeism of alcoholics. Journal of Occupational Medicine, vol. 12, June 1970, pp. 198-210.
The article draws a picture of du Pont's treatment program of 992 alcoholics. How absenteeism affects people who are thought to be alcoholic, who are at present alcoholics, and who are no longer active drinkers, is brought out in tables and data.

Plan to combat employee alcoholism.
Industrial Medicine and Surgery, February 1965, p. 104.
The National Council on Alcoholism submits its ideas for industry on worker rehabilitation.

Presnall, Lewis.
Alcoholism: a workable program in industry. Chino Mines Division of Kennecott Copper Corporation, 1956. Mimeo. Place of publication not known.

Presnall, Lewis.
Folklore and facts about employees with alcoholism. Journal of Occupational Medicine, vol. 9, April 1967, pp. 187-192.
Traces the history of industrial treatment of alcoholism since 1943. (Alcoholics Anonymous had begun in 1935.) However, by 1959, only 50 companies had full-scale official programs set up to combat it. Apparently, 'folklore' beliefs about alcoholism have contributed to a tendency by some people to think of alcoholics as unrehabilitable bums, though "...only about 3% of the total number of people suffering from alcoholism in the U. S. are to be found in the "skid-row" population."
The recovery rate for alcoholics who were positively affected by industrial programs is from 50 to 70%.
The "unwritten policy" which many companies have projected upon the alcoholics within their work force (and which ultimately does the employee no good, in fact) involves the idea of successful concealment. In this little game, an employee can have steady pay advances and other benefits as long as the management does not find out about his condition; but if it does, then immediate discharge could be expected.

Presnall, Lewis F.
How should we deal with the alcoholic employee? Personnel Administration, vol. 25, no. 1, January-February 1962, pp. 55-56.

Presnall, Lewis F.
Present types of industrial approaches to alcoholism. New York, The National Council on Alcoholism, Inc., November 1963. 10 pp.

Presnall, Lewis F.
What's wrong with alcoholism control programs? Personnel, vol. 47, no. 2, 1970, pp. 38-43.

The article states the central importance of the supervisor's being able to spot incipient and growing alcoholism. The typical changed behavioral features as well as cover-up techniques are delineated for the benefit of the watchful supervisor.

Ray, J. S.
How to deal with the alcoholic worker. Administrative Management, vol. 28, April 1967, p. 28.

A re-affirmation that new techniques and insights about alcoholism control can bring favorable results. Places where companies can obtain various kinds of assistance are given.

Reprieve for the plagued: industry's problem drinkers are being rehabilitated in exemplary programs of many major companies.
Journal of American Insurance, vol. 40, April 1964, pp. 18-21.

Results to date — March 15, 1950 — Allis-Chalmers Alcohol Program.
Milwaukee, Wisconsin, Allis-Chalmers Manufacturing Co., 1950.

Ritzer, G. and James A. Belasco.
Cooperating on alcoholism; a union dilemma. Conference Board Record, vol. 6, no. 7, July 1969, pp. 36-37.

Discusses the benefits of a union cooperating with management on the alcoholism issue. The stewards will have a procedure to refer alcoholics, will gain in status as a co-partner with management and can demonstrate to management their responsibility and maturity. However, at the same time this cooperation with management could result in a decrease of power in pressing the demands of its members.

Robinson, D. and N. Robinson.
Supervisor and the alcoholic worker. Supervisory Management, vol. 8, February, 1963, pp. 13-16.

Urges supervisor to meet problem head-on as a disease — not a moral problem, to get outside help, or ask for company help. On the other hand, it points out the importance of not protecting the employes.

Rouse, K. A.
Industry can help its problem drinkers. Personnel Journal, vol. 47, October 1968, pp. 705-708.

Takes up the role of industry in treatment of alcoholic workers and growing interest and impetus behind industry's assumption of such a role are considered; information sources are listed.

Rouse, Kenneth A.
What to do about the employee with a drinking problem; and Policy and procedure for employees with a drinking problem. (Supervisor's Guide.) Chicago, Kemper Insurance Group, 1964.

"...prepared as an aid to business and industry to show how excessive costs can be reduced and valued employees retained through updated policies and procedures which utilize current knowledge about the disease of alcoholism."

Various aspects of constructing rehabilitative alcoholism programs for industry are described, along with evaluation guides.

Shutt, R. L.
Successful counseling with an alcoholic. Personnel Journal, January 1964, pp. 33-34.

A test situation seemed to prove that the rehabilitation of alcoholic workers can be helped quite frequently by people in personnel work and company counseling.

Smithers, Christopher D., Foundation., compiler.
Understanding alcoholism; for the patient, the family, and the employer. New York, Charles Scribner's Sons, 1968. 257 pp.

Of relevance is Chapter 6, "A Major Health Problem for Industry."

Stephens, J. S., M. D.
A practical plan to help the alcoholic employee. Industrial Medicine, vol. 36, November 1967, pp. 743-746.

Steps for reacting to alcoholism-as-illness on the part of the upper echelons of management as well as guiding principles for employee treatment are elucidated. Additionally, supplemental referral procedures for continued supportive measures outside the company are described, in addition to the approach to the company's own treatment methods.

The author is the Medical Director of the Los Angeles Dept. of Water and Power, and writes of their program. In it, use is made of an alcoholic retreat centre, the Bishop Gorden Home, for the detoxification period. This portion of the rehabilitation period lasts about 10 days, and it paid for by the company, if the patient accepts the medical treatment.

"An alcoholic is a person who cannot guarantee his behavior after the first drink."

Taming a $2-billion hangover; companies' new attitudes toward alcoholism are paying off in better work performance.
Chemical Week, vol. 100, January 14, 1967, p. 91 +.

Trice, Harrison M.
Alcoholism and the workworld. Sloan Management Review, vol. 12, no. 1, 1970, pp. 67-75.

The author feels that supervisors must be alerted to the behavioral manifestations of alcoholism and that the whole company must be prepared to fight it. The role of the unions is sketched, with the suggestion that they may operate autonomous anti-alcoholic facilities or else be liaisons between individual workers and his company.

Trice, Harrison M.
Alcoholism in industry; modern procedures. New York, Christopher D. Smithers Foundation, 1968. 2nd edition. 76 pp.

The basis for this well-written, comprehensive work is an examination of the factors the author feels contribute to the basics of a workable anti-alcoholic campaign by a company, in the rehabilitative context.

Trice, Harrison M.
New light on identifying the alcoholic employee. Personnel, September-October, 1964, pp. 18-25.

Various symptoms which a number of supervisors observed in the personnel under them suspected of being alcoholics are contrasted with a group of syndromes which the workers themselves noted as their disease progressed.

Trice, Harrison M. and James Belasco.
Identifying and confronting the alcoholic employee: role of the industrial nurse. American Association of Industrial Nurses Journal, vol. 13, October 1965, pp. 7-10. (See Section II - B for annotation.)

Trice, Harrison M. and James A. Belasco.
Supervisory training about alcoholics and other problem employees: a controlled evaluation. Ithaca, New York, Cornell University, New York State School of Industrial and Labor Relations. Reprint series no. 279. (Reprinted from the Quarterly Journal of Studies on Alcoholism, vol. 29, June 1968, pp. 382-398. Tables.)

The paper describes a series of experimental training sessions which was a type of sensitivity training, in addition to being an attitude evaluation of the 200-odd participants. The focus was the degree to which latent but advancing alcoholism was allowed to slip by without being reported in the home company of each conferee, a top-line supervisor.

They were divided into four groups: the first was given training on problem employees as a whole; the second was informed about alcoholic employees; the other groups were controls. The first and third groups had a previous test on attitudes.

The training sessions were pointed towards interpersonal actions in coming to grips and in taking action on the part of supervisors with alcoholic employees.

It was found that the training sessions alone produced little change; however, in conjunction with testing, the questionnaire used was significant enough to cause the author to remark: "The questionnaire may be a useful educational and alerting device as well as a testing instrument."

Turfboer, Robert.
Alcoholism: management's problem? Advanced Management, vol. 25, no. 9, September 1960, pp. 14-15 ff.

Turboer, Robert.
The effects of plant rehabilitation of alcoholics. Medical Bulletin of Standard Oil, New Jersey, vol. 19, 1959, p. 108.

Unionists joint agencies on crime, alcoholism.
AFL-CIO News, vol. 16, May 1, 1971, p. 6.

U. S. Civil Service Commission. Insurance, and Occupational Health. Bureau of Retirement.
The key step; a program to combat problem drinking among employees. Washington, D. C., U. S. Government Printing Office, January 1969. 2 + 29 pp. Paper, 25¢. May be ordered from the Superintendent of Documents, U. S. Government Printing Office.

The sources for educational materials are also given.

USWA joins state in fight on alcoholism with series.
Steel Labor, February 1966, p. 17.

A group of steelworkers from McKeesport, Pa., and the Health Dept. of Pennsylvania got together and generated a series of discussions about the alcoholic workers in their industry.

Vaughan, C. L. (Director of Counseling.)
Handbook for Supervisors on Dealing with Problem Drinking: Identification,

Procedure.
Published by the Great Northern Railroad.

Washak, Elizabeth.
The role of the industrial nurse without immediate medical supervision. Journal of Occupational Medicine, vol. 5, May 1963, pp. 241-242.

Author, an R. N., emphasizes the fact that in a smaller setting, an individual alcoholism program's success is contingent upon persuading management to see it through. Industrial nurses can play a deciding role in such a company's set-up: individual nurses handle 'problem drinkers' more than any other kind of nurse. However, since this type of service is so unlike — and so much less common — than dressing wounds, the psychological preparation must be great. Even though she may not like the alcoholic personally, she must follow up the case to conclusion otherwise everyone will suffer, including those in the worker's family and social circle who are most dependent on his recovery.

What should you do about alcoholic workers?
Modern Manufacturing, vol. 3, January 1970, pp. 14-15.

What to say to an alcoholic.
Management Review, January 1964, pp. 34-39.

Gives the person who has to confront an alcoholic some techniques in the verbal dialogue which occurs to help the employee initially, and yet be able to keep him on the staff during the healing stages.

What you should not do to help an alcoholic.
Supervisory Management, March 1966, p. 53. (Condensed from Assignments in Management.)

Seven blunders which the supervisor must avoid in aiding alcoholics.

Winter, R. E.
One for the plant. Maryland Medical Journal, vol. 19, January 1970, pp. 97-99.

Zaik, Edward J., M. D.
Starting an alcoholism program in industry — a panel discussion: Industry's approach to the problem of alcoholism. Journal of Occupational Medicine, vol. 5, May 1963, pp. 238-239.

In May, 1956, the AMA finally adopted the official attitude that alcoholism could be subsumed within their province of practice. The author believes that companies without an alcoholism program are hiding their heads in the sand and simply avoiding facts.

The Pacific Telephone and Telegraph Co. of Los Angeles started an active policy in 1958. Sixteen thousand supervisors were trained. At the time of writing, "about 50% of the employees recognized as alcoholics up to now are being rehabilitated, at least as far as the company is concerned."

Similar articles resulting from the same conference appear on pages 240-241 and 241-242. These are annotated in this bibliography as follows:

Miller, Julia,
The role of the industrial nurse with medical supervision. See annotation, Section IV. - A.

Washak, Elizabeth,
The role of the industrial nurse without immediate medical supervision. See annotation on this page.

IV. - A. TREATMENT AND THERAPY

Abrums, J. D.
Alcoholism — Medical management of the acute withdrawal phases. Rocky Mountain Medical Journal, vol. 62, 1965, p. 40.

Alcoholic Rehabilitation Inc. works to help alcoholics.
Washington Post, January 27, 1972. Section G, p. 1, col. 3.

Arnall, Bernard G.
The alcoholic worker — the application of industrial programs of rehabilitation to the Air Force. Maxwell Air Force Base, Alabama, United States Air Force, Air University, Air War College, April, 1970. v + 62 pp. (Professional Study no. 3874.) Reprinted in the U. S. Senate's Special Subcommittee on Alcoholism and Narcotics' Drug and Alcohol Abuse in the Military. Washington, D. C., U. S. Government Printing Office, 1971.

Belasco, James A. and Harrison M. Trice.
The Assessment of Change in Training and Therapy. New York, McGraw-Hill, 1969. ix + 166 pp.

Brown, C. S.
Recognizing and treating the problem drinker. Supervisory Management, vol. 16, May 1971, pp. 6-8.

Brown, Charles T. and Edward C. Knoblock.
Antabuse therapy in the Army. U. S. Armed Forces Medical Journal, vol. LL, February 1951.

Business copes with alcoholics.
Business Week, October 26, 1968, pp. 97-102. (See Section II for annotation.)

Buyniski, E. F.
Treatment of the alcoholic in industry. Modern Treatment, vol. 3, May 1966, pp. 548-555.

Catanzaro, Ronald J., ed.
Alcoholism: the Total Treatment Approach. With a foreword by Henry W. B. Brosin. Springfield, Illinois, Charles C. Thomas, 1968. xix + 508 pp. Illustrations.

Cahn, Sidney.
The treatment of alcoholics; an evaluative study. New York, Oxford University Press, 1970. viii + 246 pp. Bibliography, pp. 234-239.

Chicago Commission on Alcoholism.
Saving men and money: how industry profits from helping the alcoholic. Chicago, Chicago Commission on Alcoholism, 1959. 62 pp. Tables. Illustrations. Available from: 116 S. Michigan Avenue, Chicago, Illinois. Single copies free.
This is a condensed version of a conference held in Chicago in March, 1959, on the topic of Alcoholism in Industry.

Coffey, Cecil.
Up the down road; now there's hope and help for the alcoholic. Mountain View, California, Pacific Press, n. d. 63 pp. Available from: Pacific Press, 1350 Villa St., Mountain View, California 94040. (40¢)

Curlee, Joan.
Combined use of Alcoholics Anonymous and outpatient psychotherapy. Bulletin of the Menninger Clinic, vol. 35, September 1971, pp. 366-371.

A Cooperative labor-management approach to employee alcoholism programs. New York, National Council of Alcoholism, 1970. 12 pp. Available from the Council for 50¢.

Demone, Harld W., Jr.
Mental illness, alcoholism and drug dependence (incidence, social and legal controls and treatment; United States). Annals of the American Academy of Political and Social Science, vol. 378, July 1968, pp. 22-33.

Dichter, Marvin, et al.
Marathon therapy with alcoholics. New Brunswick, New Jersey, Rutgers University, Center of Alcoholic Studies. Available from: Publications Division, Box 566, Rutgers the State University, New Brunswick, New Jersey 08903. (35¢) A reprint from the Quarterly Journal of Studies on Alcohol, September 1971.

The Drinking Game and How to Beat It.
New York, Simon and Schuster, 1968. 157 pp.

Drunk deterrent; experiment in Chicago.
Newsweek, vol. 77, March 1, 1971, p. 84 +.

Else, J. D.
Treat or treatment for alcoholics? Industrial Worker, vol. 169, April 26, 1971, pp. 48-50.

Ethridge, David A. and James A. Ralston.
Occupational backgrounds of institutionalized alcoholics: comparative data and implications for rehabilitation. Mental Hygiene, vol. 51, no. 4, October 1967, pp. 543-548.
Discusses experimental program established at Northville State Hospital in Michigan. The goal of the project was the intensive medical and psychiatric treatment of patients referred to the hospital by the courts.
The patients in the study were broken down into subgroups (organic and non-organic) and compared. The findings of the study are compared with those of Taylor, Lemere and co-workers, and Chodorkoff and associates.

Famiglietti, Len.
Aid increased for alcoholics. Air Force Times, May 21, 1969, pp. 1, 10.

The fight against alcoholism.
RWDSU Record, vol. 16, November 23, 1969, p. 13.
The fact of alcoholism being a disease and methods of tackling it are given.

Gross, W. F.
Self-concepts of alcoholics before and after treatment. Journal of

Clinical Psychology, vol. 27, October 1971, pp. 539-541.

Hamilton, Andres.
Business and the compulsive drinker. Reader's Digest, November 1969, p. 25-26 +.

Harry's loaded again... I say, let's fire him.
Available from the National Council on Alcoholism, New York City. 1 p. 10¢.
This is a color reprint widely circulated at Bethlehem Steel. The solution to drinking is a rehabilitative technique which goes across the whole corporation.

The heavy drinker? How we can help.
Industrial Management, vol. 12, June 1970, p. 13.
It has been found that rather than disciplinary action, an assisting attitude and policy works best.

Henderson, R. M. and D. Bacon.
Problem drinking: the Yale Plan for Business and Industry. Quarterly Journal of Studies on Alcoholism, June, 1953.

Hoffmann, H.
Personality changes of hospitalized alcoholics after treatment. Psychological Reports, vol. 29, December 1971, pp. 948-950.

How should we deal with the alcoholic employee? A symposium.
Personnel Administration, vol. 25, January 1962, pp. 55-57.
Gives a case history with two opinions on treatment which are divergent. One suggests a company policy based on alcoholism as a disease, not a moral problem. The other treats alcoholism on a "business basis" as though it were the same as any other personnel problem.

Illinois announced plan for treating of 546,000 alcoholics.
Chicago Tribune, January 27, 1972. Section S 1 A, p. 9, col. 3.

Jensen, Allan Frederick.
The process of treatment affiliation among problem drinkers in industry. Pullman, Washington, Washington State University, 1967. (Indexed in Dissertation Abstracts, vol. 28, p. 3272-A.)
Describes two treatment affiliations: the sociable affiliation, to A. A., and the unsociable affiliation or clinic affiliation. Also discusses problem-concealment aid as opposed to aforementioned aids as prolonging the problem.

Joint programs urged for alcoholic workers.
AFL-CIO News, vol. 13, October 19, 1968, p. 5.
Call for joint labor-management rehabilitation program by Steelworkers representative marks first time the International Congress of Alcohol and Alcoholism, holding 28th meeting, has heard detailed viewpoint from labor spokesman.

Kilbride, Bernard J.
Guides for the recognition and assistance of the alcoholic and problem

drinker in industry. Business Review (Houston), vol. 11, Summer, 1964, pp. 1-6. Tables.

Kleiler, Frank M.
Dealing with problem drinkers. Supervision, vol. XXI, no. 5, May 1959, pp. 18-20.

Knowles, J. H.
Alcoholism and the urban medical center. American Journal of Psychiatry, vol. 124, June 1968, pp. 1697-1698.

Larson, A.
Occupational therapy study – 1969. Canadian Journal of Occupational Therapy, vol. 38, 1971, pp. 115-120.

LTE protests closing Chicago Alcoholic Treatment Center.
Chicago Tribune, February 15, 1972, section 1. p. 16, col. 7.

Mayer, J., et al.
Outpatient treatment of alcoholics. Effects of status, stability, and nature of treatment. Quarterly Journal of Studies on Alcoholism, vol. 32, September 1971, pp. 620-627.

McCarthy, George W.
Alcoholism: why a program in industry. American Association of Industrial Nurses Journal, vol. 14, May 1966, pp. 14-16. (See annotation in Section II - A.)

Maurer, Herrymon.
The beginning of wisdom about alcoholism. Fortune, May 1968, pp. 176-178, 211-212, 214, 215.

Clearly one of the best shorter pieces on the subject of alcoholic executives and workers ever published in recent years. The important statistics are succinctly but forcefully presented against an extremely well-written text which presents some unique material in a lucid and moving fashion.

"Only recently has the general public been willing to acknowledge that alcoholics are also to be found in the bosoms of their families, the arms of their churches, and the management rosters of their coporations...In fact, alcoholism has been found to be more of a problem in the executive suite, in professional offices, and in workshops than on skid rows. Generally speaking, the more educated, the more urban, and the better-salaried Americans are, the more they drink."

The author mentions that the recovery rate for alcoholics, operating within the context of a company program, has been known to go to 65 or 70% recently, a very hopeful sign.

He delineates three major types of alcoholics: The loss-of-control alcoholic; The unable-to-abstain alcoholic; and The dependent-but-unaddicted alcoholic.

The importance and utilization of A. A. is traced, and the treatment problems involved with the beginning of withdrawal are described.

The various slants and rehabilitative techniques of such disparate groups as A. A., sociologists, physiologists and psychologists, are enunciated, with reference also to the shortcomings believed in them by the other schools of thought.

The article cites the company programs of such industrial concerns as Equitable Life, Eastman Kodak, Consolidated Edison, Allis-Chalmers, and du Pont, as successful to the degree that two out of three workers recovers. Olin Mathieson incorporates its alcoholism program into the health program in general to the point to which it believes that it should not be termed an alcoholism program as such.

Four of the leading figures prominent in the field of studies in alcoholism in industry are mentioned, with short descriptions of their various specialty fields of interest: Dr. Milton A. Maxwell, Dr. Harrison M. Trice, Lewis F. Presnall, and R. Brinkley Smithers.

The article concludes with some of the facts regarding alcoholic workers who do not make it, and a summary of the successful response of A. A., which means that in spite of a general shortage of doctors and professional alcoholism workers everywhere, 350,000 members are ready to offer help and support at any time from within its ranks.

An exceptionally striking diagram on the first two pages of the article is drawn by Max Gschwind. It depicts several stages of alcoholism and the various interstices between the early, middle, and late major phases. These include: First blackout, gulping drinks, loss of control, dropping friends, quitting job, geographic escape, benders, ethical deterioration, indefinable fears, obsessive drinking, vague religious desires, and finally, all the way to the Admission of defeat.

Miller, Julia.

The role of the industrial nurse with medical supervision. Journal of Occupational Medicine, vol. 5, no. 5, May 1963, pp. 240-241.

The industrial nurse needs to be alert to the signs of oncoming alcoholism — such as relief for headache or nervousness, especially on a Monday or on payday — and to be enthusiastic in helping the individual to begin treatment. Mostly, nurses' roles in a company's alcoholism program are to identify those being helped, to obtain the help of the supervisors involved, and to listen with constructive sympathy in talk sessions.

Mullan, Hugh, and Iris Sangiuliano.

Alcoholism; Group Psychotherapy and Rehabilitation. Foreword by Mary R. Switzer. Springfield, Ill., C. C. Thomas, 1966. xxi + 325 pp. Illustrations. (American lectures series, publication no. 632.)

National Council on Alcoholism.

Labor-Management services. Available from the National Council on Alcoholism, New York. 1970. 4 pp. Free.

This gives the facts about the facilities at a company's disposal by contacting this branch of the NCA.

National Council on Alcoholism.

The problem of alcoholism. Available from the National Council on Alcoholism, New York. (Reprinted from Environmental Control and Safety Management, March 1971. 4 pp.

Delineates the need for a spirit of joining in a company's alcoholism program, by labor.

Need federal law to fight alcoholism.

Solidarity, vol. 13, October 1970, p. 10.

The Vice-President of Automobile Workers testified before the Public Health and Welfare Subcommittee of the House of Representatives as a

national program for constructing alcoholism centers is mulled over.

New alcoholic treatment program developed.
Illinois Medical Journal, vol. 134, December 1968, pp. 771.
This one-page article briefs one on a new kind of alcoholism program being conducted by the Loyola University Stritch School of Medicine and the Hines Veterans Administration Hospital. The philosophy behind it is that alcoholism can be successfully arrested at any given moment in its progression. A wide spectrum of techniques plus a policy of allowing no visitors, passes, or privileges for up to six weeks earmark this rather unique, intensive barrage of components in the new program. To qualify, one must be a veteran under 50, be within 50 miles of the Hospital, and respect the restrictions.

New Hampshire Program on Alcoholism.
Alcoholism treatment digest. Concord, New Hampshire, New Hampshire Program on Alcoholism, 1970. Available from: Twitchell Building, 105 Pleasant St., Concord, N. H. 03301. 16 p. 25¢.

Papas, Arthur N.
An approach to alcoholism in the military. Reprinted on pp. 412-425 in The Impact of Alcoholism. (Washington, D. C., U. S. Government Printing Office, 1969.) See annotation, Section I, under: U. S. Congress. Senate.

Perry, Sally L., and others.
The rehabilitation of the alcohol dependent; an exploratory study. Lexington, Mass., Heath Lexington Books, 1970. xiv + 174 pp. Bibliography, pp. 163-172. (Northeastern University studies in rehabilition, no. 11.)

Pfeffer, A. Z., D. J. Feldman, C. Feibel, J. A. Frank, M. Cohen, S. Berger, and M. F. Fleetwood.
A treatment program for the alcoholic in industry. Journal of the American Medical Association, vol. 161, June 30, 1956, pp. 827-836.

Pittman, David J. and Robert L. Tate.
Comparison of two treatment programs for alcoholics. New Brunswick, N. J., N. J., Rutgers University, Center of Alcoholic Studies, 1969. 13 pp. (Reprinted from the Quarterly Journal of Studies on Alcohol, vol. 30, no. 4, December 1969.) Available from: Publications, Box 566, Rutgers the State University, New Brunswick, N. J. 08903. 35¢.

Potter, H. L.
The nurse's role — in the prevention and control of problem drinking. American Association of Industrial Nurses Journal, vol. 13, October 1965, pp. 14-16.

Resources for helping the problem drinker.
Industrial Medicine, vol. 39, July 1970, pp. 280-294.
A reprint from the National Industrial Conference Board's book, Company Control for Problem Drinkers. Alcoholics Anonymous, family welfare services, and the National Council on Alcoholism can all help. Included are listings of the latter's information centers.

Robinson, Donald, and Nadine Robinson.
The supervisor and the alcoholic worker. Supervisory Management, vol. 8, no. 2, February 1963, pp. 13-16. (See annotation in Section III.)

Rouse, K. A.
What to do about the employee with a drinking problem. Chicago, Kemper Insurance Co., 1968.

Schemmel, William.
The executive alcoholics: the problem in Atlanta, Georgia; treatment facilities and programs. Atlanta Monthly, vol. 10, May 1970, pp. 79-84.

Schweisheimer, W.
Alcoholic employees can be salvaged. American Business, vol. 29, no. 2, February 1959, pp. 22-26.

Senator H. E. Hughes charges doctors and psychiatrists have shown "little concern" for treating alcoholics, statement to HEW. Asst. Sec. Egeberg questioning value of plans to expand community mental health centers for care; Egeberg agrees in part but holds centers provide best means for rehabilitation.
New York Times, July 26, 1969, p. 50, col. 2.

Shutt, Ray L.
Successful counseling with an alcoholic. Personnel Journal, vol. 43, no. 1, January 1964, pp. 33-34.

SIC, after 1½ year study of New York State jails, urges end to continued arrests of chronic alcoholics; civil commitment urged with medical and rehabilitative services.
New York Times, January 1, 1967, p. 36, col. 2.

Sullivan, V. F.
How to Stop Problem Drinking. New York, Fell, 1969. 228 pp.
The author suggests a double attack on alcoholism is what is needed: not only by people in the community but as well the industrial setting. Case studies illustrate. A plan to help the problem drinker is featured.

Trice, Harrison M., and James Belasco.
Identifying and confronting the alcoholic employee: role of the industrial nurse. American Association of Industrial Nurses Journal, vol. 13, October 1965, pp. 7-10.
See Section II -B, for annotation.

Trice, Harrison M., and Paul M. Roman.
Spirits and Demons at Work: Alcohol and Other Drugs on the Job. Ithaca, New York, Cornell University, New York State School of Industrial and Labor Relations, January 1972. 268 pp. References (a bibliography arranged alphabetically by author), pp. 237-263. (ILR Paperback no. 11, $5; Cloth, $6.50.)

Chapter I: Drinking, Deviant Drinking, and Work. Pp. 1-39.
This chapter contains much useful information about the costs of alcoholism to a company, computing together older, more deeply involved drinkers, and light, younger drinkers. Added together, they provide a chart of staggering loss. The cultural milieu which supports drinking, the role of alcohol in society, efforts by certain groups to stop drinking, and the

influence of the liquor industry are also limned in.

Chapter IV: Job-based Risks for Deviant Drinking and Drug Use. Pp. 101-120.

Twelve risk factors are enumerated here. The employee who chooses his own hours either due to his high position or else due to the nature of his job, has a lever which he may use to be able to conceal alcoholism. The case history of one typical company president who did this is given.

Chapter V: Job Behaviors of Deviant Drinkers and Drug Abusers: Specific Impacts in the Work Place. Pp. 121-151.

Work efficiency, turnover, concealment, absenteeism, and industrial accidents are compared for alcohol and drug users.

Chapter VI: Reactions of Supervisors to Deviant Drinkers and Drug Users. Pp. 152-169.

The crucial centrality of the immediate supervisor of the worker, and his reaction to the person overusing drugs or drink is traced here. Factors which allow, or inhibit the supervisor to take action within the company's structure are given, as well as a number of aspects which help erect effective roadblocks to action on the part of supervisors personally.

Chapter VII: The Strategy of Constructive Confrontation. Pp. 170-196.

The necessity of direct action and the technique of it; the process of using 'crisis precipitation' to make the worker aware of his productivity loss; and the mechanics of various other techniques and their rationale are explained. If the union will back the policy, it naturally has more teeth.

Chapter VIII: Union-Management Cooperation and Conflict. Pp. 197-212.

The basis for this conjunction; problems of shop stewards as a result; the set-up of unions and roads of aid enlistment; company handling alone without outside help; union-management liaison; and beginning joint action.

Chapter IX: Therapeutic Alternatives for Deviant Drinkers and Drug Users. Pp. 213-236.

The situation of the worker not too severely debilitated by alcohol is sometimes alleviated by Alcoholics Anonymous or drug therapy such as tranquillizers, or Antabuse. Drug users, on the other hand, can be referred to such institutions as Synanon.

Turfboer, R.
The psychiatrist's contribution to rehabilitation of the problem drinker. Archives of Environmental Health (Chicago), vol. 16, June 1968, pp. 908-910.

U. S. Civil Service Commission.
First step, a report on a conference on drinking problems, held Nov. 7 and 8, 1967. Washington, D. C., U. S. Civil Service Commission, 1968. 40 pp. 20¢. (Catalog no. CS1.2: D 83.)

Herein are traced the factors involved in organizing a massive attack on alcoholism for all federal employees.

U. S. Civil Service Commission. Bureau of Retirement, Insurance and

Occupational Health.
Key step, program to combat problem drinking among employees. Washington, D. C., U. S. Government Printing Office, 1969. 2 + 29 pp. Paper, 25¢.

A companion piece to First step (above). This work provides a practical manual which can be used as an outline program to aid alcoholic employees without relying too heavily on much support from various agencies. The appendix lists a number of sources and places to write for different types of information.

U. S. Dept. of Health, Education and Welfare.
Alcoholism: activities of the U. S. Dept. of Health, Education, and Welfare. Washington, D. C., U. S. Government Printing Office. 59 pp. 40¢.

Pp. 16-17: "Employee health and alcoholism:

The Social Security Administration's Office of Employee Health has an operating program which utilizes Community resources."

It had begun in June, 1959, and was officially sanctioned in 1965. The group of patients averaged 104 hours of used-up sick leave annually; these employees were typically at the GS-7 grade level.

U. S. Dept. of Health, Education, and Welfare Dept. Health Services and Mental Health Administration. Division of Federal Employee Health.
Alcoholism and the Federal employee, report on training conference - papers. Bethesda, Md., Dept. of Health, Education, and Welfare, April, 1969. v + 88 pp. Distributed by the issuing office. (Public Health Service publication 2020.)

U. S. HUD, HEW and Transportation Depts., National Institute of Mental Health and N. M. Vocational Rehabilitation Division will open $412,322, 40-bed alcoholism rehabilitation center in Albuquerque later this month, Center director Kotzen says program has been designed to help alcoholics who have not responded to present out-patient program and will offer extensive post-detoxification counseling.
New York Times, March 14, 1971, p. 35, col. 3.

U. S. Dept. of Justice. Law Enforcement Assistance Administration.
The St. Louis detoxification and diagnostic evaluation center; project summary; final project report; final evaluation report; submitted by St. Louis metropolitan police department, St. Louis, Missouri. Washington, D. C., U. S. Government Printing Office (Supt. of Documents), 1970. 98 p. + v p. Illustrated, bibliography, tables, charts, maps. Paper, $1.50.

U. S. General Accounting Office.
Report to Special Subcommittee on Alcoholism and Narcotics, Committee on Labor and Public Welfare, Senate: Substantial cost savings from establishment of alcoholism program for Federal civilian employees; by Comptroller General of United States, Sept. 28, 1970. Washington, D. C., U. S. Government Printing Office, 1970. 30 pp. Illustrated. Paper, $1.oo. Distributed by the issuing office, U. S. General Accounting Office.

U. S. Postal Service sorts out alcoholic employees for special treatment in a few cities.
Wall St. Journal, February 22, 1972, p. 1, col. 5.

Updegraff, Josephine.
Industrial alcoholism: the role of the industrial nurse. American Association of Industrial Nurses Journal, vol. 14, issue 5, May 1966, pp. 7-9.
Early indications: 1) Absenteeism; 2) Uneven job performance; 3) Temperamental irregularities; 4) Physical irregularities.
The cost of alcoholism in industry is $2 billion. Over 100 companies have programs for alcoholics.

West, Louis Jolyon, Major USAF (MC), and William H. Swegan, M/Sgt., USAF.
An approach to alcoholism in the military service. Available from the National Council on Alcoholism, New York. 1965. (Reprinted from the American Journal of Psychiatry.)

Weingartner, H., et al.
Verbal learning in alcoholic patients. Some consequences of positive and negative reinforcement on free-recall learning. Journal of Nervous and Mental Disease, vol. 153, December 1971, pp. 407-416.

Zentner, A. S.
The psychiatrist in an industrial alcoholic clinic. Journal of Occupational Medicine, vol. 10, January 1968, pp. 42-45.
Work of New York Consultation Center for Alcoholism, which was established for the treatment of employed alcoholics, is briefly summarized. Center's recommendations for formulation and implementation of company program for treatment of alcoholism are discussed.

IV. - B. REHABILITATION, ON AND OFF THE JOB

Alcoholism rehabilitation, local, State, Federal.
Washington, D. C., U. S. Government Printing Office, 1966. 78 pp. Illustrated. 35¢.

This work treats the proceedings of a workshop which was held in Chicago on January 6 and 7, 1965, the topic of which was Alcoholism and Vocational Rehabilitation.

American Motors Corporation and UAW announce agreement on establishing program for treatment and rehabilitation of drug and alcohol abuse among 11,000 workers.
New York Times, January 26, 1972, p. 42, column 8.

Apte, Robert Z.
Halfway Houses: A New Dilemma in Institutional Care. London, G. Bell & Sons, Ltd., 1968. 125 pp. Tables. (Occasional Papers on Social Administration, no. 27.)

The British setting is probed here with precise renderings of all phases of the routine, including daily structuralizing elements with patients, patients' life-style, rehabilitative techniques, and release in some two dozen halfway houses. It was found that the personal characteristics of the warden was crucial in each case.

Armstrong, Dennis Allan.
The impact of a court class program on the vocational rehabilitation of alcoholics. Madison, Wisconsin, The University of Wisconsin, Dept. of Behavioral Disabilities, 1971. M. A. thesis. 64 leaves. Includes Bibliography.

Asma, Fern E., Raymond L. Eggert, and Robert R. J. Hilker.
Long-term experience with rehabilitation of alcoholic employees. Journal of Occupational Medicine, December 1971, vol. 13, no. 12, pp. 581-585.

The authors are all central to the alcoholism rehabilitation program of the Illinois Bell Telephone Co. in Chicago, which began in 1951. The Health Evaluation program searches out potential medical problems, including alcoholism in all employees, when performance drops. Then the supervisor refers the worker to the Medical Dept.

There is a good background provided on how the company's evolving program changed gears, and the characteristics of employees, such as years of service and age, are given.

It was found that 86% of employees, in a survey of 402 employees with problem drinking, contained the source of their drinking within themselves. Twenty-five per cent. attributed it to home stress, and 9% found job problems at the root of their drinking. (Some employees had two or more reasons for becoming involved with alcohol.)

The number of heavy drinkers, chronic alcoholics, reactive drinkers, and symptomatic drinkers (who require psychiatric treatment then) is given percentage-wise.

This is an explicit article, well written.

Belasco, James A., and Harrison M. Trice.
The Assessment of Change in Training and Therapy. New York, McGraw-Hill, 1969. ix + 166 pp. Bibliographies.

Brightman, Jay.
The future of alcoholism programs: summary of address. Public Health Reports, vol. 75, September 1960, pp. 775-777.

Byrne, M.
Resocialization of the chronic alcoholic. American Journal of Nursing, vol. 68, January 1968, pp. 99-100.

Catanzaro, Ronald J., ed.
Alcoholism: The Total Treatment Approach. With a foreword by Henry W. Brosin. Springfield, Illinois, C. C. Thomas, 1968. xix + 508 pp. Illustrations.

Cain, Arthur H.
The Cured Alcoholic; New Concepts in Alcoholism Treatment and Research. New York, The John Day Company, Publishers, 1964. 252 pp.

Chiasson, J. P.
Continuing management of the alcoholic. Applied Therapy, vol. 12, April 1970, pp. 15-17.

Clyne, Robert M., M. D.
Pitfalls in a rehabilitation program for the alcoholic employee. Industrial Medicine, vol. 40, no. 6, September, 1971.

This is a talk given at the Seventh Inter-American Conference on Toxicology and Occupational Medicine, at the University of Miami School of Medicine, August 17-20, 1970.

The subject is the American Cyanamid Company, which began its program in 1961. The lowest figure of alcoholic workers which they could be logically thought to employ, according to best estimations, would be 900 people.

Details of the supervisors' training course, consisting of the agenda of two training sessions and a refresher course, are given.

A number of mistakes were made by various people in the program in the earlier years, and the writer asserts that only since January of 1970 have the major wrinkles involving training of supervisors been straightened out, and total support not only solicited but received. In the first 8½ years of the programs' existence, some 300 problem drinkers were treated. Only 41 were terminated; 26 died; and about 100 are employed and still in the program.

D'Alonzo, C. Anthony.
Rehabilitatation of workers addicted to alcohol. Industrial Medicine and Surgery, vol. 30, January 1961, pp. 14-15.

"The alcoholc worker is given every opportunity to lick his problem and he is fired only if he is unwilling to overcome it after due consideration of time and effort."

The company program for E. I. du Pont is used as the author's background subject: they have found A. A.'s schema to be highly effective. When the company's psychiatrists work with the A. A. hand in hand, the chances for a cure being achieved are greater.

The alcoholic usually loses about 22 working days per year more than the average worker, and his life expectancy is 12 years less.

Defense Dept. announces establishment of department-wide rehabilitation program to treat estimated 150,000 alcoholics in military establishment; Assistant Defense Secretary Wilbur says program 'is a landmark in the history of alcohol in the military,' noting that for the first time 'we recognize alcoholism as a treatable disease and have stopped the punitive approach,' says program 'is not a temperance movement' or an attempt to eliminate drinking from the military, but that it will discourage events that glamorize excessive drinking: under new policy, alcoholics will not be considered physically unfit for military service because of habit provided they undergo treatment and make progress; General Accounting Office report in the fall of 1971 estimated that 150,000 members of armed services, or approximately 5%, are known alcoholics.
New York Times, March 8, 1972, p. 14, column 4.

Esterly, R. W.
The alcoholic rehabilitation program in the Prince George's county division of Parole and Probation. Maryland State Medical Journal, vol. 20, October 1971, pp. 81-84.

General Motors Corporation Board Chairman Roche announces new company policy under which employees who are alcoholics could be requested to seek treatment or lose their jobs; says program, which has been established with cooperation of unions with which the company has contracts, will attempt to identify alcoholic employees as early as possible, push them toward insurance-covered programs and accept them back as employees without stigma after their problem is under control; speaking at luncheon sponsored by Alcoholism Recovery Institute of the Community Council of Greater New York, Roche maintains that no segment of our society and certainly no company or corporation, is immune from the problem of alcoholism, noting 'it hits the white-collar worker as often as the blue collor'; R. B. Smithers, Institute chairman, lauds General Motors policy as a wonderful breakthrough in assisting alcoholics.
New York Times, November 4, 1971, p. 80, column 5.

Gerard, Donald L., and Gerhart Saenger.
Out-patient Treatment of Alcoholism; a Study of Outcome and its Determinants. Toronto, Ontario, University of Toronto Press, 1966. 249 pp. Includes bibliography. (Brookside Monograph no. 4) Published for the Alcoholism and Drug Addiction Research Foundation of Ontario.

Greathouse, Pat
The union and the problem drinker; and Some realities of a joint management-labor alcoholism program, by John D. Carney. Reprinted from Rehabilitation and Health, January 1969. 11 pp. Available from: National Council on Alcoholism, New York. 30¢.
The industrial alcoholism program is viewed by union leaders.

Greene, C. C.
Industry's role in the total attack against alcoholism. New York, National Council on Alcoholism, 1962. Available from: National Council on Alcoholism, New York. 10¢.

Guzhevskii, V. N., et al.
Experience in the organization of a specialized narcological service in an industrial city. Sovet Zdravookhr, vol. 29, 1970, pp. 24-27. (In Russian.)

Hart, W. T.
The treatment of alcoholism in a comprehensive community mental health center. American Journal of Psychiatry, vol. 126, March 1970, pp. 1275-1281.

Hinkerl, Donald Joseph.
The role of sheltered work in the rehabilitation of alcoholics. Madison, Wisconsin, The University of Wisconsin, Dept. of Behavioral Disabilities, 1970. M. A. thesis. 48 leaves. Includes bibliographies.

Hirsh, Joseph, compiler and editor.
Opportunities and Limitations in the Treatment of Alcoholics. Foreword by Martin Elliot Silverstein. Springfield, Illinois, C. C. Thomas, 1967. xi + 103 pp. Includes bibliographies.

Is there a revolving door?
Maryland Medical Journal, vol. 19, March 1970, p. 105.

Jones, C. C.
Vocational rehabilitation of the alcoholic. Journal of Rehabilitation, vol. 33, September-October 1967, pp. 21-22.
Settings in Florida and Louisiana were examined with the role of the counselor set forth as well as some pointers in a rehabilitation scheme's framework.

Koumans, A. J. R., and J. J. Mueller.
Use of letters to increase motivation for treatment in alcoholics. Psychological Reports, vol. 16, 1965, p. 1152.

Margetts, S.
The staggering cost of the alcoholic executive. Dun's Review, vol. 91, May 1968, pp. 32-34.
The concealing techniques as well as the basic reasons for alcoholic executives; rehabilitation methods.

Mayer, J., et al.
Characteristics of outpatient alcoholics in relation to change in drinking, work and marital status during treatment. Quarterly Journal of Studies on Alcohol, vol. 31, December 1970, pp. 889-897.

Meeks, D. E.
Family therapy with the families of recovering alcoholics. Quarterly Journal of Studies on Alcohol, vol. 31, June 1970, pp. 399-413.

Mendelson, Jack H., M. D.
The national center for prevention and control of alcoholism, NIMH. Psychiatric Research Reports of the American Psychiatric Association, vol. 24, March 1968, pp. 174-178.
The program of this center, which is subsumed within the National Institute of Mental Health, in Chevy Chase, Md., is herein described. It aims to extend understanding about alcoholism by doing research on the social and medical factors of it in both its laboratories and clinical wards; to train professionals in rehabilitative treatment techniques; to make fellowships available for those in relevant fields such as chemistry

and biology to aid in alcoholism research; to extend public understanding by executing demonstration projects on the treatment and rehabilitation of alcoholics; to make research facilities available to scientists; to collect and disseminate information on the subject in cooperation with the National Library of Medicine; to publish documents in association with the Scientific Information Exchange and the National Library of Medicine; and to utilize all qualified people in a worldwide attempt to restrain alcoholism.

Functionally, the Center will assume leadership in helping produce national programs; coordinate Public Health Service research in alcoholism; develop research in fields bearing on alcoholism; advance statistical studies in alcoholism's epdemiology and the putting to use of research; to aid all alcoholic organizations in rehabilitating alcoholics; to develop inservice post-graduate training; and advance the cause through public promotion of appropriate literature and media on the topic.

Morten, B. E.
Union and management work to save a man. IUE News, July 7, 1966, p. 6.
The the Honeywell Corporation, there was a program in conjunction with the workers to aid the alcoholic.

Mullan, Hugh, M. D.
Vocational counseling with the alcoholic. In Alcoholism: Group Psychotherapy and Rehabilitation, by Hugh Mullan and Iris Sangiuliano. Springfield, Ill., Charles C. Thomas, Publisher, 1966. Chapter VII, pp. 175-204.

Navy establishes alcohol rehabilitation unit in Virginia.
Washington Post, January 6, 1972. Section B, p. 8, col. 4.

New Hampshire Program on Alcoholism.
Alcoholism treatment digest. Concord, New Hampshire, New Hampshire Program on Alcoholism, 1970. Available from: Twitchell Building, 105 Pleasant St., Concord, N. H. 03301. 16 p. 25¢.

New York. State. Dept. of Mental Hygiene.
New York state's alcoholism program. Albany, New York, N. Y. State Dept. of Mental Hygiene, 1970? 15 pp.
On page nine, there is a description of 'Industrial alcoholism programs,' administrated by New York State. There were 20,000 patients in the Capital District the first three years of the program.

Noel, E. C., III.
The rehabilitation center for alcoholics. Medical Annals of the District of Columbia, vol. 40, November 1971, pp. 723-725.

One for the Plant: drunk employes rise, but labor-short firms often don't fire them; concerns try rehabilitation score startling success; a $4 billion-a-year problem.
Wall St. Journal, October 2, 1969, p. 1, col. 6.

Papas, Arthur N., Captain USAF (MC)
An approach to alcoholism in the military. An unpublished paper presented at the First Symposium on Alcoholism and Detoxification Centers at Wright-Patterson Air Force Base, Ohio, January 1969. Reprinted on pp. 412-

425 in The Impact of Alcoholism. See Section I, under U. S. Congress. Senate. Special Subcommittee on Alcoholism and Narcotics of the Committee on Labor and Public Welfare, for particulars.

Perry, Sally L., and others.
The Rehabilitation of the Alcohol Dependent; an Exploratory Study. Lexington, Mass., Heath Lexington Books, 1970. xiv + 174 pp. Bibliography, pp. 163-172. (Northeastern University Studies in Rehabilitation, no. 11.)

Chapter 8: Vocational Behavior of the Alcohol Dependent. Pp. 107-134. Covers: Initial work experience; general vocational history; Final work experiences; implication for rehabilitation.

Statistics and tables are effectively interpolated in this essay. The effect of arrests, the degree of occupational skill, education, and vocational history are seen in the light of vocational history.

Pisani, Vincent D.
Milieu Therapy and the Multi-therapeutic Approach. In Alcoholism: The Total Treatment Approach. Edited by Ronald J. Catanzaro, M. D. Springfield, Ill., Charles C. Thomas, Publishers, 1968. Chapter 19, pp. 255-267.

A delineation of techniques from the late 50's and early 60's, and a description of the Chicago Alcoholic Treatment Center, started in 1957.

Plaut, Thomas F. A.
Alcoholism and community caretakers: programs and policies. Social Work (U. S.), vol. 12, July 1967, pp. 42-50.

This is based on a paper given at a conference entitled "Treatment Methods and Milieus in Social Work with Alcoholics" which was held in San Francisco, December 3, 1965.

As in state mental hospitals, in the year 1964, of first admissions, 22% (more than 15,000) "were diagnosed as alcoholic."

In general hospital psychiatric wards, 22% of the men and 5.9% of the women were diagnosed as alcoholic.

In regard to General Psychiatric Units:

"The total number is between 15,000 and 20,000. The total number of patients seen annually by the approximately 135 specialized alcoholism clinics probably is also under 20,000.

In a section on welfare and drinking problems, the author stresses that in the eyes of the public health and social welfare agencies, "medical care is still inadequate."

"A. A. has had an immense impact on public attitudes and professional programs. However, some of its elements — its orientation and the attitudes of many of its members — bring it into conflict with professional workers."

The author foresees the need for more emergency facilities, long-term facilities, programs of greater magnitude, the need for staff, the necessity for medical facilities, and a need for facilities able to treat a wider range of different kinds of problem drinkers.

Rehabilitation of the alcoholic employee.
New York, National Council on Alcoholism, 11 p. Available from: 2 Park Avenue, New York, N. Y. 10016. 20¢.

Rehabilitation training to be sober, therapeutic imbibing at Patton State Hospital, San Bernardino, California.
Time, vol. 97, March 15, 1971, p. 54.

Rubington, Earl.
The halfway house for the alcoholic. Mental Hygiene, Oct. 1967, pp. 552-560.

Rubington, Earl.
Organizational strains and key roles (example of Shelter house, a halfway house for chronic drunkenness offenders.) Administrative Science Quarterly, vol. 9, March 1965, pp, 350-369. Bibliography.

Rubington, Earl.
Referral, past treatment contacts, and length of stay in a halfway house. Notes on consistency of societal reactions to chronic drunkenness offenders. Quarterly Journal of Studies on Alcohol, vol. 31, September 1970, pp. 659-668.

Rubington, Earl.
Types of alcoholic offenders: social characteristics of various types of alcoholics and kinds of correctional experience from which they may profit. Federal Probation, vol. 33, March 1969, pp. 28-35.

Schmidt, W., et al.
Social class and the mortality of clinically treated alcoholics. British Journal of Addiction, vol. 64, January 1970, pp. 327-331.

Seidel, Major Donald R.
A military rehabilitation program. New York, The National Council on Alcoholism, November 1969. 6 pp. (Reprinted in: U. S. Congress. Special Subcommittee on Alcoholism and Narcotics' Drug and Alcohol Abuse in the Military: Hearings... 1970. Washington, D. C., U. S. Government Printing Office, 1971. 1224 pp. Reprinted, pp. 916-921.)

Senate Committee approves $10-million fiscal 1970 appropriation for new OEO alcoholic counseling and recovery program.
New York Times, October 13, 1969, p. 25, col. 6.

Senator Hughes introduces bill to establish national institute for prevention and control of alcoholism and start prevention treatment and rehabilitation programs for Federal employes and servicemen.
New York Times, May 15, 1970, p. 38, col. 4.

Skelley, T., et al.
Rehabilitating the alcoholic. Rehabilitation Record, vol. 12, September-October 1971, pp. 23-24.

Specialty of Minnesota State Employment Agency counselor is finding jobs for ex-alcoholics.
Wall St. Journal, November 12, 1968, p. 1, col. 5.

Straw, R., and S. D. Bacon.
Alcoholism and social stability: a study of occupational integration in 2,023 male clinic patients. Quarterly Journal of Studies on Alcohol, vol. 12, 1951, pp. 231-260.

Strickler, M., E. G. Bassin, V. Malbin, and G. F. Jacobson.
The community based walk-in center: a new resource for groups underrepresented in out-patient treatment facilities. American Journal of Public Health, vol. 55, 1965, pp. 377-384.

There is hope for the alcoholic salesman.
Sales Management, vol. 84, April 1, 1960, pp. 45-46 +. Illustrated.

Story of beginning of A. A. A personal account of an alcoholic's experience. Recommends industrial cooperation (referral) to A. A. The history of A. A. is briefly traced.

Troensegaard, Clement C., and Morse P. Manson.
The rehabilitation of alcoholics in business and industry. Industrial Medicine and Surgery, vol. 20, 1951, pp. 281-283.

Union bartenders in Detroit plan halfway aid for alcoholics by developing 'sobriety houses.'
Wall St. Journal, February 14, 1967, p. 1, col. 5.

U. S. Civil Service Commission, declaring that alcoholism is a treatable ailment, says Federal employes having illness or other problems related to alcohol use will be given 'same careful consideration' as during any other illness; says sick leave will be granted for treatment or rehabilitation and that personnel folders will not mention alcoholic problems unless employ is disciplined for failing to improve work performance.
New York Times, August 1, 1971, p. 43, col. 7.

U. S. Congress. House. Committee on Interstate and Foreign Commerce. Subcommittee on Public Health and Welfare.
Regional Medical Programs: Alcoholics and Narcotics Addicts Facilities: Health services for domestic agricultural migratory workers; hearings, March 26-28, 1968, on H. R. 15758, a bill to amend the Public health service act so as to extend and improve the provisions relating to regional medical programs,to extend the authorization of grants for health of migratory agricultural workers, to provide for specialized facilities for alcoholics and narcotic addicts, and for other purposes.

Washington, D. C., U. S. Government Printing Office, 1968. vi + 305 pp., tables, map. Paper. Serial no. 90-36.

U. S. Congress. Senate. Committee on Labor and Public Welfare. Special Subcommittee on Alcoholism and Narcotics.
Alcohol Abuse and Alcoholism Prevention, Treatment, and Rehabilitation: Hearings, May 21-25, 1970, on S. 3835, to provide a comprehensive federal program for the prevention and treatment of alcohol abuse and alcoholism.

Washington, D. C., U. S. Government Printing Office, 1970. iv + 181 pp., table. Paper. 70¢.

U. S. Congress. Senate. Committee on Labor and Public Welfare.
Drug and Alcohol Abuse in the Military: Hearings before the Special Subcommittee on Alcoholism and Narcotics of the Committee on Labor and Public Welfare, U. S. Senate, 91st Congress, 2d Session, on Examination of Drug Abuse and Alcoholism in the Armed Forces, November 17 and 18; December 2 and 3, 1970.

Washington, D. C., U. S. Government Printing Office, 1971. viii + 1224 pp.

Although a goodly amount of the material is devoted to the survey of drug usage in the military, there is a large amount of information on alcoholism, much of it compiled from previously published items. In one cover, this is one of the most complete publications recently available

on the topic of alcoholism and the armed forces. The testimony of dozens of witnesses is recounted verbatim, including that of rehabilitation workers, base alcoholism directors, recovered alcoholics, and various upper echelon military figures.

The volume is profusely supported with statistics, factual information, letters, rehabilitation facilities and treatment data, and personal case histories, for both drugs and alcohol. The article reprints bring together a host of materials which may not only be quite important to the reader but otherwise difficult to track down. At no time, however, does the density of the information overwhelm the reader, as there are many sources here geared to various levels and readerships.

For those interested in a correlation study of the treatment of these twin problems in a general way, this is an ideal volume to start research with. It interpolates the two coterminous treatments as viewed from within the military, a synthesis which in fact accurately reflects in a microcosm conditions which have been stimulated by influences from without it.

U. S. Congress. Senate. Special Subcommittee on Alcoholism and Narcotics.

Alcoholism and Narcotics: Hearings before the Special Subcommittee on Alcoholism and Narcotics of the Committee on Labor and Public Welfare, U. S. Senate, 91st Congress, 1st and 2d Sessions on inquiry into the problem of alcoholism and narcotics, September 26 and 27, 1969, Los Angeles, California.

Washington, D. C., U. S. Government Printing Office, 1969.
Part I: 263 pp.

From information on page 217, and continuing to p. 220:

There is a description of the U. S. Navy Alcoholic Rehabilitation Clinic, Terminal Island, Long Beach, California. Initiated in 1965, by 1967 there was a pilot rehabilitation program in cooperation with the Medical Dept. "A multi-disciplinary approach was used centered around Alcoholics Anonymous...This is the only Alcoholic Rehabilitation program in the United States Navy."

About 350 men have been treated thus far. The experiences with an alcoholic rehabilitation clinic are given by Captain J. J. Zuska, MC, USN, Naval Station, Long Beach, California.

Almost all of the men recommended to the program by their commanding officers came via a suspended sentence. Although at the beginning, only a few men came to the weekly Alcoholics Anonymous meetings, attendance reached 25 to 30 by July, 1967.

The success of the clinic in '67-'68 indicated that of 80 Navy and Marine patients, 43 were improved, 9 showed partial improvement, 9 were unimproved, and 19 had an unknown status afterwards.

"The fact that men can be taught in a month or two to control their drinking, even when they do not at first desire to do so, is of importance in realizing that treatment can begin earlier than formerly thought. It does not seem necessary to wait until the man 'hits rock bottom.'"

It appears that in the Navy, much unauthorized absence is attributable to alcoholism.

The testimony includes an 8-point treatment program which covers the physical and psychiatric examinations, therapy, A. A. attendance, and the involvement of wives, supportively.

Though relapses, like in any alcoholism rehabilitation program, are frequent, the alcoholics are watched by the Medical Dept. for 30-60 days. Quite often disulfiram, in the form of Antabuse, is useful, especially for younger drinkers whose habit is out of control.

U. S. Senate. Subcommittee on Alcoholism and Narcotics (of the Committee on Labor and Public Welfare.)
Implementation of Alcoholism Act: Hearing March 18, 1971, an inquiry into the plans for the implementation of the comprehensive alcohol abuse and alcoholism prevention, treatment, and rehabilitation act of 1970 (Public Law 91-616), and related matters.
Washington, D. C., U. S. Government Printing Office, 1971. iv + 300 pp. Tables. Paper.

U. S. Dept. of Health, Education, and Welfare. National Institute of Child Health and Human Development.
Halfway houses serving mentally ill and alcoholics, United States, 1969-1970. With bibliographies by Mildred S. Cannon and Michael J. Witkin. Washington, D. C., U. S. Government Printing Office, 1972. iii + 38 pp. Paper. 50¢.

U. S. Postal Service sorts out alcoholic employees for special treatment in a few cities.
Wall St. Journal, February 2, 1972, p. 1, col. 5.

U. S. Rehabilitation Services Administration.
Rehabilitation of the alcoholic: a report from the study group on rehabilitation of the alcoholic and public offender. Sixth Institute on Rehabilitation Services, May 20-22, 1968, University Park, Pennsylvania.
Edited by Thomas L. Porter.
Washington, D. C., Rehabilitation Services Administration, 1968. xxii + 200 pp. Bibliographies. Paper. (Rehabilitation Services Series no. 69-11.)
This is a manual which covers the findings of a questionnaire sent to rehabilitation specialists on the topic of their observations in working with alcoholics in 1965-1966.

Vavoulis, G. J.
Recovered alcoholics make reliable workers. Employment Service Review, vol. 5, October-November, 1968, pp. 34-36.
The Minnesota State Employment Service provides unique service for the rehabilitation of alcoholics and drug addicts by using a counselor, also a recovered alcoholic, in St. Paul Human Resources Development office. The goal is to find jobs and place clients in various endeavors.

Western Electric Company.
A major company's alcoholism program. San Diego, California, Western Electric Co., no date. 1 p.
The Pacific Region branch of Western Electric has a special treatment and rehabilitation center called Beverly Manor. The company makes a habit of attempting to arrest the disease in the earlier and middle stages of onset. The 'Green Tongue Syndrome' alerts supervisors. The company's alcoholism program, based on a mining company's technique, centers around a confidential, 'no-fink' counseling system which assumes something is wrong when performance falls. Source address: Jess MacBeth, Administrator of Special Programs, Western Electric Co., 2022 Camino Del Rio, N., San Diego, Calif.

V. CITATIONS OF RELATED INTEREST

Alcohol Abuse and Alcoholism Rehabilitation Act signed.
Washington Post, January 3, 1971, Section A, p. 7, col. 1.

Alcohol is major drug used and abused in U. S.
New Orleans Times-Picayune, January 21, 1972, Section 1, p. 16, col. 1.

Alcoholics Anonymous member can claim medical deduction for cost of transportation to and from club meetings, IRS ruled.
Wall St. Journal, January 8, 1964, p. 1, col. 5.

Babbitt, H.
What does it cost to be an alcoholic? In Alcoholism, edited by David J. Pittman. New York, Harper & Row, 1967, pp. 45-52.

Bahr, H. M.
Birth order and failure. The evidence from Skid Row. Quarterly Journal of Studies on Alcohol, vol. 32, September 1971, pp. 669-686.

Bill signed authorizing $300 million for alcoholism treatment.
Los Angeles Times, January 3, 1971, Section A, p. 1, col. 6.

Block, Marvin A.
Alcohol and Alcoholism: Drinking and Dependence. Belmont, Calif., Wadsworth Publishing Co., 1970. 63 pp. Order from: 10 Davis Dr., Belmont, Calif. 94002. 95¢.

Blum, Eva Maria, and Richard H. Blum.
Alcoholism; Modern Psychological Approaches to Treatment. Foreword by Morris E. Chafetz. San Francisco, Jossey-Bass, 1967. xvi + 373 pp. Bibliography, pp. 317-355.
"A publication of the Institute for the Study of Human Problems, Stanford University."

Buckley, Richard F., editor and compiler.
Alcoholism and the Helping Professions. Madison, Wisconsin, University of Wisconsin, Dept. of Social Work, 1967. 246 pp. Illustrations, maps.
The author gives an objective consideration of the nature of alcohol usage beginning with the properties of ethyl alcohol, congeners, nutritional value, etc. In the first nine chapters are background material relating to the modern disease of alcoholism. These chapters include Historical Development and Cultural Use of Beverage Alcohol, Disease Concept of Alcoholism, and An Aware Public Through Education.
The bulk of the work consists of a compilation of articles dealing mainly with the treatment of alcoholism as an affliction that affects many lives besides the alcoholic's. Emphasized are family approaches to treatment and counseling, and the role of the helping professions within that framework.
Among the contributors are Margaret Bailey, Morris Chafetz, M. D., R. Margaret Cork, and William Priestley.

Bureau of National Affairs, Inc.
Christmas and year-end personnel practices. Washington, D. C., Bureau

of National Affairs, Inc., 1968. 11 pp. (Personnel Policies Forum, Survey no. 85.)

Amongst a survey of items including gifts and year-end bonuses, the question of the serving of alcohol on and off the premises is raised.

The business costs of alcoholism.
Current, vol. 102, December 1968, pp. 31-32.

Business fights the big hangover.
Business Week, March 7, 1970, p. 112.

The upshot of the newest study of alcoholism by the National Industrial Conference Board of 160 companies was that the unions should back the programs early in the game, and that both upper and lower echelon workers should be treated with the procedures.

Business Insurance.
Reprints from Business Insurance, Dec. 21, 1970, and January 4, 1971. 4 pp. Available from the National Council on Alcoholism, Inc., New York City. 25¢.

Covers the problem of insurance for the alcoholic worker.

Can alcoholic employees be saved?
Iron Age, vol. 202, October 26, 1968, p. 25.

Chafetz, Morris E.
Alcoholic symptom and its therapeutic relevance. Quarterly Journal of Studies on Alcohol, vol. 31, no. 2, June 1970, pp. 444-445. Available from the Rutgers University Center of Alcoholic Studies, New Brunswick, New Jersey. 10¢.

Chafetz, M. E.
Alcoholism prevention and reality. Quarterly Journal of Studies on Alcohol, vol. 28, June 1967, pp. 345-348.

Chayet, Neil L.
The legal issues in alcoholism. New England Journal of Medicine, vol. 273, no. 10, September 2, 1965, pp. 547-548.

The unrealism of having alcoholics being committed to state mental hospitals as an across-the-boards palliative for their condition was emphasized at a conference in 1965 reported in this article. The state to state variation in legally defining what constitutes an alcoholic patient was stressed: if a person has lost his self-control: this seems to suggest the state. The special problem of the "skid-row" or repeater type — which helps to push the number of national arrests for intoxication over the million mark every year — is discussed. Ideas on the Scandinavian system of heavily fining, and the jailing of alcoholic offenders were also presented to the conferees.

Cohen, M., et al.
Moderate drinking by chronic alcoholics. A schedule-dependent phenonenon. Journal of Nervous Mental Diseases, vol. 153, December 1971, pp. 434-444.

Cohen, M., et al.
A technique for establishing controlled drinking in chronic alcoholics. Diseases of the Nervous System, vol. 33, January 1972, pp. 46-49.

Correctional Association of NY calls for civil handling and not jailing of chronic alcoholics.
New York Times, February 13, 1969, p. 28, col. 1.

Cruickshank, M.
Industry has a responsibility here. Alcoholism Research, vol. 2, no. 3, 1955.

Dans, Allan H., and Glenn W. Morton.
Preliminary findings and implications of a test designed to measure consultative effectiveness in the field of industrial alcoholism education. Florida State University Research Report in Social Science, vol. 8, no. 2, August 1965, pp. 43-48. Tables.

The authors are with the University of Miami at Coral Gables and the Dade County Public School System in Miami.

The article describes the reasons for companies having alcoholism recovery programs and takes up the question nationally and in Florida. The research involved amongst other aspects a questionnaire which had 34 items which was administered to 184 supervisory personnel whose home base was a large northern Florida city as well as to 50 patients of the Florida Alcoholic Rehabilitation Center one week after becoming patients.

Among questions raised by the research project were the attitudes people felt when working with alcoholics or workers recovering from alcoholism; social responsibility, and alcoholic consumption patterns, as well as general knowledge about drinking.

Drinkers drain profits.
Steel, vol. 147, August 1, 1960, p. 55.

Eckardt, R. E.
Industrial intoxications which may simulate ethyl alcohol intake. Industrial Medicine and Surgery, vol. 40, June 1971, pp. 33-35.

Ederma, Arvo B.
Occupational health services for Federal employees. Public Health Reports, vol. 85, June 1970, pp. 550-557.

Editorial page article on how to tell difference between alcoholic and non-alcoholic drinker.
Wall St. Journal, October 10, 1968, p. 20, col. 4.

Efron, Vera, and Mark Keller.
Selected statistics on consumption of alcohol (1850-1968) and on alcoholism (1930-1968). New Brunswick, N. J., Rutgers Univ. Center of Alcoholic Studies, 1970. 18 pp. Order from Publications Division, Box 566, New Brunswick, N. J. 08903. $2.

Ernst and Ernst. (Washington, D. C.)
Truck accident study. Procedures and findings. Washington, D. C., Ernst and Ernst, Management Services Division, August 1968. 107 pp. Tables.

The study was sponsored by the Automobile Manufacturers Association, Inc., Detroit. The sample reported from covered accident files from 10 states scattered geographically across the nation, from which 10,000 accidents were studied. Among 21 variables used to analyze the data, the driver's age and sex, passenger seat belt usage, vehicle defects,

and the factor of the drinking driver, were included.

Fox, Ruth.
Alcoholism: Behavioral Research, Therapeutic Approaches. New York, Springer Publishing Company, Inc., 1967. 340 pp.
A chapter titled "Alcoholism in Industry" by Lewis F. Presnall, M. D., is of interest here, with special emphasis on the role of the National Council on Alcoholism.

Glass, Louis Benhamin.
The generality of oral-consummatory behavior of alcoholics under stress. Ann Arbor, Michigan, Univ. of Michigan, 1967. PhD. dissertation, Dept. of Psychology.

Goldenberg, M., et al.
Attitudes towards alcohol, alcoholism, and the alcoholic — an exploratory study. Social Science and Medicine, vol. 2, March 1968, pp. 29-39.

Gorad, S. L., et al.
A communications approach to alcoholism. Quarterly Journal of Studies on Alcohol, vol. 32, September 1971, pp. 651-668.

Governor Rockefeller, in response to report by Citizen Committee on the Problems of Alcoholics which concludes that alcoholism is 'a major health problem' that is wreaking enormous economic loss and personal suffering and which remains largely misunderstood, untreated and ignored, announces he is convening statewide conference in call to discuss problem; findings of report detailed; conference will include reporters from business, labor, major civic groups and state agencies.
New York Times, August 1, 1971, p. 30, col. 4.

Haddon, W.
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This was a report given at the SAE Congress, Detroit, Michigan, January 11-15, 1971.
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Business and the compulsive drinker. Reader's Digest, vol. 95, November 1969, pp. 25-26 +.

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Washington Post, February 19, 1972, Section A, p. 1, col. 3.

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Hoffmann, H.
Personality characteristics of alcoholics in relation to age. Psychological Reports, vol. 27, August 1970, pp. 167-171.

Holtmann, A. G.
The value of human resources and alcoholism. St. Louis, Missouri, Washington University, 1964. 133 pp.

A Ph.D. dissertation which supports the idea that some alcoholism programs have been supported to a lesser degree than they warranted. The thesis is apropos to businesses which are considering investing in their own company alcoholism programs.

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Warnings can curb alcohol, drug use among employees. Administrative Management, vol. 32, July 1971, pp. 51-52.

How is an executive like an alcoholic?
Science Digest, vol. 49, March 1961, p. 31.

Hurley, C. W., Jr.
Alcoholism: a social study on 200 patients. Maryland State Medical Journal, vol. 20, September 1971, pp. 71-72.

I came back from alcohol...by a guy who's been there.
Johnson Magazine, 1st issue, 1971, pp. 16-19.

Industry and the alcoholic.
Industrial Medicine and Surgery, October 1966, pp. 857-874.

This is a group of articles containing: The Alcoholic and the Physician, by Richard S. Cook, pp. 857-861; New Aspects of Biochemical Research in Alcoholism, by W. W. Westerfield, pp. 864-866; Current Research in Treatment of Alcoholism, by E. C. Hoff, pp. 867-871; The Role of the Industrial Nurse, by J. Updegraff, pp. 872-874.

Cook is with the Illinois Dept. of Mental Health at Springfield, Ill., and stresses that behind every alcoholic lies a fundamental psychological problem which exacerbates and is exacerbated by the alcoholic state.

The importance of a physician's knowing that treatment of an alcoholic can be an arduous process, involving his ingenuity and great patience, is stressed. This is because many alcoholics are unreliable and erratic in the treatment process, and require many office visits, often led up to by a series of frequent telephone conversations beforehand. Also, the physician may be plagued by a set of telephone calls which come from the anxious relatives, first as the treatment is gradually led up to, and then later as it gets under way.

Industry's alcoholics.
Personnel (London), vol. 2, no. 5, January 1969.

The Americans and Swedes seem to be more fully advanced in industrial alcoholism programs than are the British.

Interviewing guides for specific disabilities, neuropsychiatric, alcoholism.
Washington, D. C., U. S. Government Printing Office, 1968. 10 pp. Catalog no. L7.54: al-1. 10¢.

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Verbal and spatial intelligence in short and long term alcoholics. Journal of Nervous Mental Diseases, vol. 153, October 1971, pp. 292-297.

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Wall St. Journal, August 16, 1966, p. 1, col. 5.

Levine, Abraham S.
Drug abuse and alcoholism: implications for rehabilitation and social welfare. Welfare in Review, January-February 1971, pp. 7-12.

Licensed Beverage Industries, Inc.
The alcoholic beverage industry: social attitudes and economic progress. New York, Licensed Beverage Industries, Inc., January 1972. 48 pp.
Includes a section on taxation's adverse effects. Something of a whitewash attempt by vested interests to compensate for the unhealthy image created by people who are victims of excessive alcoholic consumption.

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The changing public views of alcoholism. Quarterly Journal of Studies on Alcohol, vol. 31, September 1970, pp. 692-704.

MacAndrew, Craig, and Robert B. Edgerton.
Drunken Comportment: A Social Explanation. Chicago, Aldine Publishing Co., 1969. 197 pp. Bibliography, pp. 174-189.

Mandl, H. J.
Drinking; how to know if it's a problem; what to do. Advertising Age, vol. 37, May 2, 1966, p. 90.

Maryland. State. Dept. of Health and Mental Hygiene. Division of Alcoholism Control.
Maryland's Alcoholism Law works: Report of the Division of Alcoholism Control, January 1, 1969 - June 30, 1970. Baltimore, Md., Maryland Dept. of Health and Mental Hygiene, 1971. 13 pp.

McClelland, David C.
The power of positive drinking. New Society, May 13, 1971, pp. 814-816.

McClelland, David C., William N. Davis, Rudolf Kalin, and Eric Wanner.
The Drinking Man. New York, The Free Press, 1972. 402 pp. Bibliography, pp. 379-386.
Chapter 5, by David G. Winter: The Need for Power in College Men: action correlates and relationship to drinking. Pp. 99-122.

Chapter 7, — The Influence of Unrestrained Power Concerns on Drinking in Working-Class Men.

The results of a study in which 50 men mostly from the working class went to a bar, were served a prescribed number of drinks, and, upon being shown examples from the Thematic Apperception Test, told stories about them to the experimenters, who analyzed them. The 8 pictures from the TAT were on power and authority-related themes.

Two chapters deal with 'Social Drinking' in section I.

McGoldrick, Edward J., Jr.
The Conquest of Alcohol; a Handbook of Self-therapy. New York, Delacorte Press, 1966. xiv + 145 pp.

Medical school education on abuse of alcohol and other psychoactive drugs.
American Medical Association Journal, vol. 219, March 27, 1972, pp. 1746-1749.

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Basic handbook on alcoholism. Fairhaven, New Jersey, Scientific Aids Publications, 1967. 95 pp. Order from 52 Heights Terrace, Fairhaven, N. J 07701. $2.

National Council on Alcoholism.
The alcoholic is a sick person who can be helped; and What an alcoholic is and methods of aiding him. New York, National Council on Alcoholism, 1970. 4 pp. 10¢.

National Council on Alcoholism.
A cooperative labor-management approach to employee alcoholism programs. New York, National Council on Alcoholism, 1971 (?) 14 pp. Order from Labor-Management Services Dept., N. C. A., 2 Park Avenue, N. Y., N. Y. 10016. 50 ¢.

Amongst topics covered: The importance of labor-management cooperation; Basic approach: prevention and pre-treatment; Union functions; The role of the supervisor; Recommendations; Points to be considered for inclusion in a company statement of policy; Treatment.

A very well-done introduction which especially outlines measures used to safeguard the privacy and confidentiality of alcoholic employers. The supervisor's actions are well-documented. Yet in spite of the subtle approach, the importance of direct confrontation and prompt help to alcoholic employees is stressed.

National Counil on Alcoholism.
Facts on alcoholism. Available from National Council on Alcoholism, New York. 1 p. 10¢.

The 1970 edition brings out some concise recent statistical data.

NCA Post goes to Greathouse.
Solidarity, April 1970, vol. 13, p. 8.

The President of the Automobile Workers joins the National Council on Alcoholism as co-chairman of the labor-management committee whose goal is to treat alcoholic workers.

Nathan, E. D.
Asking questions that get results. Supervisory Management, September

1966, pp. 4-8.

Nelson, Bryce,
Alcoholism: the small beginnings of a significant federal program. Science, vol. 158, October 27, 1967, pp. 475-477.

The article generally discusses the contemporary mechanism which allows for sweeping treatment and alcoholism education on the national level by government funds. Recapitulated is some information contained in a publication by the National Institute of Mental Health, "Alcohol and Alcoholism": of all the alcoholics in the nation, only a tiny minority are Skid Row types. The middle and upper classes are much more likely to get help, and to benefit from it: 60% on up will recover.

"Since it usually takes a drinker from 5 to 20 years to develop alcoholism, most of the nation's alcoholics tend to be people of middle age or older. However, doctors report a larger number of alcoholics in their early 20's who come for treatment."

The article notes some recent court decisions concerning the problem. Mention is made of the National Center for the Prevention and Control of Alcoholism, and its three major total centers for the treatment of alcoholism, drug addiction, and suicide. Jack H. Mendelson is the first head of the Alcoholism division.

The article concludes with reports from Mendelson on plans for the Center, which include the popular educational dissemination of information on the disease, as well as comments from the Assistant Director, Thomas F. A. Plaut, who compiled "Alcohol Problems: A Report to the Nation by the Cooperative Commission on the Study of Alcoholism".

Personal business.
Business Week, April 16, 1960, p. 165.

Information about getting in touch with A. A., and a description of their rehabilitation methods.

Personal business (rough road back).
Business Week, October 26, 1968, pp. 163-164. Figures.

Practical advice on how to handle your alcoholic friend.

Pittman, David J., ed.
Alcoholism. New York, Harper & Row, 1967. x + 276 pp.

Plaut, Thomas F. A.
Alcohol Problems: A Report to the Nation by the Cooperative Commission on the Study of Alcoholism. New York, Oxford University Press, 1967. xvi + 200 pp.

Presnall, Louis F.
Alcoholism and employees. A lecture given at the University of Utah School of Alcohol Studies, Salt Lake City, June 14, 1966. 12 pp.

The role of medicine within a business organization.
Journal of the American Medical Association, November 24, 1979, vol. 210, pp. 1446-1450.

Rothwell, Naomi D., and Joan M. Doniger.
The Psychiatric Halfway House. Springfield, Illinois, Charles C. Thomas, 1966. 265 pp.

The operation of Woodley House in Washington, D. C., is the background

for this book about the problems and operational techniques of the staff of this house which is run as much like a boarding house as possible. Interchanges between the staff and patients are recorded mostly in the form of notes exchanged between the staff members and authors' observations. (The junior author is one of the co-directors.)

Rutgers Univ. Alcohol Studies Center director Bacon deplores lack of leadership and direction in Fed. Govt. programs to combat alcoholism, Senate Subcommittee hearing; NYC Asst. Comr. Conwell, Downstate Medical Center Alcoholism Division Director Rissin and City and State Advisory Council on Alcoholism member J. A. Bennett stress need for Federal funds for municipal programs.
New York Times, October 4, 1969, p. 35, col. 3.

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Memory, alcohol, and the law. Journal of the American Medical Association, vol. 213, August 31, 1970, pp. 1497-1498.

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The court's decision on alcoholism. California Medicine, vol. 109, September 1968, pp. 263-264.

Schaefer, H. H., et al.
Baseline drinking behaviors in alcoholics and social drinkers. Kinds of drinks and sip magnitude. Behavioral Research Therapy, vol. 9, February 1971, pp. 23-27.

Schweisheimer, W.
Do managers have special health problems? Manage, October 1970, vol. 23, pp. 20-23.

Senate votes to set up program on alcoholism.
AFL-CIO News, vol. 15, August 22, 1970, p. 8.
The contents of a Bill concerning the formation of a national institute which could dovetail with the work of public and private agencies and dispense funds, is given.

Seyler, R. Q.
Alcoholism costs business $4.3 billion annually: INA medical director (R. Q. Seyler). National Underwriter (Property edition), vol. 75, September 10, 1971, p. 69.

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Character problems and their relationship to drug abuse. American Journal of Psychoanalysis, vol. 29, 1969, pp. 186-193.

Shostrom, E. L.
EITS manual for the Personal Orientation Inventory. San Diego, Calif., Educational and Industrial Testing Service, 1966.

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The union approach to health and welfare. Industrial Relations, vol. 4, no. 3, May 1965, pp. 61-76.

Soviet workers offer excuses for missed work on January 2nd.
Chicago Tribune, January 13, 1972, section 1A, p. 2, column 6.

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Detoxification center; a public health alternative for the "drunk tank." Federal Probation, vol. 33, December 1969, pp. 46-48.

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A follow-up study of discharged alcoholics. Hospital and Community Psychiatry, vol. 21, March 1970, pp. 94-97.

Trachtenberg, D.
Public health responsibility for the alcoholic. Maryland Medical Journal, vol. 16, September 1967, pp. 99-104.

Twenty-four Hour Club, Incorporated.
I always have help. Saturday Evening Post, vol. 232, May 21, 1960, p. 37 +.
Article gives a personal case history told in the first person singular about how the 24-House Plan, a program of personal development in which the individual becomes more interested in physical changes in light, darkness, and nature, in a day's span, works out in practice.

U. S. Congress. House. Committee on the District of Columbia. Subcommittee no. 3.
Alcoholism: Hearings, April 11 and July 24, 1967, on H. R. 6143, to provide a comprehensive program for the control of drunkenness and the prevention and treatment of alcoholism in the District of Columbia.
Washington, D. C., U. S. Government Printing Office, 1967. iv + 145 pp. Tables. Charts. Map.

U. S. Congress. Senate. Committee on Labor and Public Welfare. Special Subcommittee on Alcoholism and Narcotics.
Alcoholism and Narcotics: Hearings, pt. 1, September 26 and 27, 1969.
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U. S. Congress. Senate. Committee on Labor and Public Welfare.
Drug and Alcohol Abuse in the Military: Hearings before Special Subcommittee on Alcoholism and Narcotics, 91st Congress, 2d Session, November 17 – December 3, 1970.
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U. S. Congress. Senate. Committee on Labor and Public Welfare. Special Subcommittee on Alcoholism and Narcotics.
The Impact of Alcoholism: Hearings, July 23- 25, 1969.
Washington, D. C., U. S. Government Printing Office, 1969. v + 427 pp. Bibliographies. Tables. Charts.

U. S. Congress. Senate. Committee on Labor and Public Welfare. Special Subcommittee on Alcoholism and Narcotics.
Substantial Cost Savings from Establishment of Alcoholism Program for

Federal Civilian Employees, by Comptroller General of the United States, Report to Special Subcommittee on Alcoholism and Narcotics; October 1970. vii + 21 pp. Illustrated. Available only from Source.

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Uniform Alcoholism and Intoxification Treatment Act: Drafted by National Conference of Commissioners on Uniform State Laws and by it approved and recommended for enactment in all states (with prefatory note and comments).
Washington, D. C., U. S. Government Printing Office, 1971. vii + 48 pp.

U. S. Dept. of Health, Education, and Welfare. Public Health Service. Health Services and Mental Health Administration.
Health Resources Statistics reported from the National Center for Health Statistics, 1971. (Rockville, Maryland).
Washington, D. C., U. S. Government Printing Office, 1972. 435 pp. Hospitals and clinics for alcoholics are listed.

U. S. Dept. of Health, Education, and Welfare. Public Health Service.
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Washington, D. C., U. S. Government Printing Office, May 1966. 46 pp. Tables. (Vital and Health Statistics, Data Evaluation and Methods Research. Public Health Service Publication no. 1000 – Series 2, no. 16.)

Harold A. Mulford was the Principal Investigator, and Ronald W. Wilson was the Field Director of this study which centered on Cedar Rapids, Iowa, in which 1,029 people were charted for sociocultural characteristics in January, 1964. The population of the town at the time was 93,000. The definition of an alcoholic was "anyone who repeatedly drinks alcohol to the extent that it adversely affects his life – his health, domestic relations, job performance, or relations with the law." One of the principal goals was to test out the Iowa Scale of Preoccupation with Alcohol and the Iowa Index of Trouble Due to Drinking.

Some of the questions asked on the Iowa Index of Trouble Due to Drinking were:

1. Has an employer ever fired you or threatened to fire you if you did not cut down or quit drinking?

3. Has your husband (wife) or other family member ever complained that you spend too much money for alcoholic beverages?

5. Has a physician ever told you that drinking was injuring your health?

The Iowa Scale of Preoccupation with Alcohol included such factors which interviewees responded to, as:

I get intoxicated on work days.
I stay intoxicated for several days at a time.
Once I start drinking it is difficult for me to stop before I become completely intoxicated.
Liquor has less effect on me than it used to.

U. S. Dept. of Health, Education, and Welfare. Secretary.
First Special Report to the U. S. Congress on Alcohol and Health, December, 1971.
Washington, D. C., U. S. Government Printing Office, 1972. 121 pp. Illustrated. (revised edition).
The focus is on the state of scientific information of the health aspects of alcoholism. This covers the first part of a study lasting three years which the National Institute on Alcohol Abuse and Alcoholism is operating.

U. S. Dept. of Justice. Law Enforcement Assistance Administration, National Institute of Law Enforcement and Criminal Justice.
Alcohol and the Criminal Justice System: Challenge and Response.
Washington, D. C., National Institute of Law Enforcement and Criminal Justice, January 1972. v + 30 pp.
This outstanding monograph is by Helen Erskine. In such a brief space the author not only gives a statistical breakdown of 1969-1970 arrest trends — with the statistics on alcohol-related felonies and drunk driving highlighted — but also gives in a concise manner several alternatives to the criminal justice process as it relates to problem drinkers. The programs described in some detail are the St. Louis Detoxification and Diagnostic Evaluation Center, The District of Columbia Detoxification Program, and the Vera Institute Programs.

U. S. Transportation Dept. National Highway Traffic Safety Administration.
Alcohol Enforcement Countermeasures Manual (with bibliography). Prepared under contract with International Association of Chiefs of Police, Gaithersburg, Maryland.
Washington, D. C., National Highway Traffic Safety Administration, October 1971. 222 pp. Illustrations. Distribution by the issuing agency.

WCBS-TV, NYC, science editor Ubell article asserts Chase's proposed $10-million-a-year program to help curb alcoholism in New York City would aid less than 1% of city's alcoholics; holds it puts too much emphasis on medical treatment and does not deal with social and psychological causes of problem.
New York Times, April 11, 1971, Section IV, p. 7, col. 5.

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Religious-ethnic differences in alcohol consumption. Journal of Health and Social Behavior, vol. 11, March 1971, pp. 21-29.

What every worker should know about alcoholism, AFL-CIO.
New York, National Council on Alcoholism, no date. 5 pp. 15 ¢.

What it means, what it costs.
Economist, vol. 234, January 24, 1970, pp. 18-19.

When drinking's a disease; alcoholism takes toll in lives and money, but not much is known about it.
Business Week, September 21, 1963, pp. 136-138 +.

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Personality patterns and alcohol abuse in a state hospital population. Journal of Abnormal Psychology, August 1971, pp. 9-16.

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Social drinking, anxiety, and depression. Journal of Personality and Social Psychology, vol. 13, 1966, pp. 689-693.

Wolf, I., M. Chafetz, H. Blane, and M. Hill.
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Describes a particular study of the success of group therapy in the treatment of severe alcoholics made at the VA Hospital at Coatesville, Pa. The study group consisted of 100 patients admitted to the hospital's intensive treatment unit for patients with symptoms of severe alcoholism.
Patient characteristics are noted, and the treatment program is briefly described. The results of the program are related and compared to a control group of 30 alcoholic patients who had not been in the unit and had never received any group psychotherapy.

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Demographic characteristics of alcoholic outpatients and the tendency to remain in treatment. Quarterly Journal of Studies on Alcohol, vol. 22, 1961, pp. 98-105.

V. - A. ALCOHOLISM AND THE FAMILY

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The alcoholic's wife and her conflicting roles — a cause for hospitilization. A study of 12 consecutive families. A preliminary report. Acta Socio-Medica Scandinavica (Lund), vol. 2, 1971, pp. 41-50.

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Family size and stability as antecedents of homelessness and excessive drinking. Journal of Marriage and the Family, vol. 31, August 1969, pp. 477-483.

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Alcoholism and Family Casework; Theory and Practice. New York, Community Council of Greater New York, 1968. v + 162 pp. Bibliography, pp. 155-162.

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Alcoholism and the family. Marriage and the Family (Chicago), vol. 23, 1961, pp. 253-258.

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Conjoint family therapy with alcoholics – a new approach. British Journal of Addiction, vol. 64, January 1970, pp. 275-286.

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Treating the alcoholic's family. In Catanzaro, R.J., ed., Alcoholism; The Total Treatment Approach. Pp. 105-115. Springfield, Illinois, C. C. Thomas, 1968.

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Group psychotherapy with married couples: a successful technique in New Orleans alcoholism clinic patients. Journal of Louisiana Medical Society, vol. 122, February 1970, pp. 41-44.

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Alcoholism in industry and family. Lancet, vol. 1, January 25, 1969, p. 203.
This is a letter, printed on one page, to the English journal Lancet, regarding the revelation of the fact of a great deal of alcoholism in British industry. Mention is made of several English anti-alcohol organizations, including The National Council on Alcoholism, the Medical Council on Alcoholism, Lifeline, and the Alcohol Impact Project. Mention is also made of "the confirmation... of roughly 350,000 alcoholics in England and Wales.

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Guide for the family of the alcoholic. Chicago, Kemper Insurance Company, 1970. Order from the Public Relations Dept., Kemper Insurance, 4750 Sheridan Road, Chicago, Illinois 60690.

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Initial sessions of group counseling with alcoholics and their spouses. Social Casework, vol. 49, April 1968, pp. 222-232.

Life with father (who drinks).
Time, vol. 75, May 16, 1960, p. 22.
This one-column story states that Alateen was founded in 1957 in Pasadena, and at the time of writing, had 65 chapters in the U. S. alone, with many more in the process of formation. Alateens are under the auspices of Al-Anon, societies for drinkers' wives. The conversation of fifteen teen-agers at a typical meeting is reported regarding their feelings on how to co-exist in a family which contains a drinking father. The teens involved use their first names only with others in the group, and in their interaction endeavor, "their study is not aimed at helping them to help a drinking parent to reform or even find his way to A. A. That is a job for the alcoholic himself."

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1972 Catalog of Publications on Alcoholism of special interest to community leaders, families, and individuals. Order from National Council on Alcoholism, 2 Park Avenue, New York, N. Y. 10016.
Samples are:
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A guide for the family of the alcoholic, by Rev. Joseph L. Kellerman. 1969. 15 pp. 20¢.
The church's ministry to the alcoholic, by John Park Lee. Reprinted from United Church Herald, 1963. 6 pp. 20¢.
Living with Alcoholism, by Elizabeth D. Whitney. Boston, Beacon Press, 1968. 149 pp. $4.95.

OEO sponsors Indian alcoholic rehabilitation program.
Los Angeles Times, January 23, 1972, Section D, p. 7, col. 1.

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Chapter Five - Family Factors in Alcohol Dependency.
Included are sections on:
Emotional loss: Death, Divorce, Separation
Low Parental Availability
The Large Family
The Working Parent
The Drinking Parent
Dynamics of Interpersonal Relationships Within the Family
Early Social Experiences
Summary of Results
Implications for Rehabilitation

Chapter Six - Marriage and the Alcohol Dependent
Included are sections on:
The Bachelor; The Married Man; The Role of Early Family and Social Experiences; The Broken Marriage; Summary; Implications for Rehabilitation

Chapter Ten - Summary and Implications for Rehabilitation

From p. 158:
"The findings also suggest the value of involving women in the treatment of the male alcohol dependent, both as counselors and as inpatient staff in residential rehabilitation treatment institutions. Since most of the alcohol dependents had experienced a relationship with a dominant and/or overprotective mother, and many reported not getting along with their spouses, their relationships with women may have been inadequate."

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Alcoholism: methodological consideration in the study of family illness. American Journal of Orthopsychiatry, vol. 39, October 1969, pp. 760-780.

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Struggles in an Alcoholic Family. Springfield, Illinois, C. C. Thomas, 1970. 265 pp. Illustrations, Bibliography, pp. 255-258.

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Helping the Alcoholic and His Family. Englewood Cliffs, New Jersey, Prentice-Hall, 1963. 140 pp. Includes bibliography.

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Alcoholism and social isolation. Journal of Abnormal and Social Psychology, vol. 69, 1964, pp. 681-685.

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Alcoholics; their treatment and their wives. British Journal of Psychiatry, vol. 115, September 1969, pp. 1039-1042.

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Understanding Alcoholism; For the Patient, the Family and the Employee. New York, Scribner's, 1968. Pp. 239-250, annotated bibliography.

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Games Alcoholics Play; the Analysis of Life Scripts. New York, Grove Press, 1971. xviii + 173 pp. Bibliography, pp. 162-165.

Trice, Harrison M.
Alcoholism in America. New York, McGraw-Hill, 1966. 176 pp. (McGraw-Hill Social Problems Series.)
Covers the dangers of alcoholism to the person involved, to his family, and its effect on his work.

Using modern tactics, salvationists intensify attack on social ills; psychiatrists aid alcoholics; trained workers uncover roots of family troubles.
Wall St. Journal, December 9, 1965, p. 1, col. 1.

Weiner, S., et al.
Familial patterns in chronic alcoholism: a study of a father and son during experimental intoxication. American Journal of Psychiatry, vol. 127, June 1971, pp. 1646-1651.

Weir, W. R.
A program of alcohol education and counseling for high school students with and without a family alcohol problem. Ed. D. dissertation, University of North Dakota, 1967.

V. -B. MEN AND WOMEN AND THEIR ALCOHOLISM

Alcoholic women employees are harder to discipline.
Office, vol. 61, June 1965, p. 205 +.

Curlee, Joan.
A comparison of male and female patients at an alcoholism treatment center. Journal of Psychology, vol. 74, March 1970, pp. 239-247.

Curlee, Joan.
Sex differences in patient attitudes toward alcoholism treatment. Quarterly Journal of Studies on Alcohol, vol. 32, September 1971, pp. 643-650.

Dealers noted increased buying by women, causing trend to milder whiskey.
Wall St. Journal, May 25, 1960, p. 4, col. 3.

Discriminating pubs find life little changed once women are allowed in. Wall St. Journal, February 3, 1972, p. 1, col. 5.

Foulds, G. A., et al.
The significance of age of onset of excessive drinking in male alcoholics. British Journal of Psychiatry, vol. 115, September 1969, pp. 1027-1032.

Fraser, A.
Drink; social drinking. Mademoiselle, vol. 73, October 1971, p. 102.

Halfway home for women alcoholics opens in D. C.
Washington Post, February 19, 1972, Section C, p. 2, col. 4.

Hoffman, H., et al.
Analysis of demographic variables characterizing hospitalized male alcoholics. Psychological Reports, vol. 29, August 1971, pp. 27-33.

Jordy, Sarah Spick.
Alcoholism — its causes and treatment. Vassar Alumnae Magazine, vol. LIII, December 1967, pp. 30-34.

Karpman, Benjamin.
The Hangover: A Critical Study in the Psychodynamics of Alcoholism. Springfield, Illinois, C. C. Thomas, Publisher, 1957. 531 pp.
Section II; Women.
Includes discussions of the case histories of Agnes, Alexandra, Alicia, Amanda, Anna, Antoinette, Audrey.
Section III (Chapter 16) has: Comparisons and Contrasts of the Female Alcoholic Cases.

Kent, Patricia.
An American Woman and Alcohol. New York, Holt, Rinehart and Winston, 1967. 184 pp.

Kinsey, Barry A.
Female alcoholic; A Social Psychological Study. Springfield, Illinois, C. C. Thomas, Publisher, 1966. Bibliography, pp. 207-213.

Knupfer, Genevieve, and Robin Room.
Age, sex, and social class as factors in amount of drinking in a metropolitan community. Social Problems, vol. 12, 1964-65, p. 224.

Lisansky, E. S.
Alcoholism in women; social and psychological concomitants. I.: Social history data. Quarterly Journal of Studies on Alcohol, vol. 18, 1957, pp. 588-623.

Love, Barbara J.
Drinking patterns of women alcoholics; a study in the sources of female alcoholism. Madison, Wisconsin, The University of Wisconsin, 1963. Master's of Science thesis. vi + 102 leaves. Tables. Bibliography, pp. 81-85.

Mann, Marty.
Danger signals for women drinkers. New York, National Council on Alcoholism, 1971. 4 pp. 15¢.

Sclare, A. B.
The female alcoholic. British Journal of Addiction, vol. 65, August 1970, pp. 99-107.

Travers, Dorothy.
Excessive drinking in industry: a threat to productivity. American Association of Industrial Nurses Journal, vol. 14, May 1966, pp. 10-13.

Uecher, A. E.
Differentiating male alcoholic from other psychiatric inpatients. Validity of the MacAndrew scale. Quarterly Journal of Studies on Alcohol, vol. 31, June 1970, pp. 379-383.

U. S. Congress. Senate. Special Subcommittee on Alcoholism and Narcotics.
The Impact of Alcoholism: Hearings before the Special Subcommittee on Alcoholism and Narcotics of the Committee on Labor and Public Welfare, U. S. Senate, 91st Congress, 1st Session, on Examination of the Impact of Alcoholism, July 23, 24, and 25, 1969.
Washington, D. C., U. S. Government Printing Office, 1969. 427 pp.

Testimony of Mercedes McCambridge, the actress, pp. 81-85.
From page 83: "Nobody need die of this disease. We are eminently salvageable. We are well worth the trouble. We are eminently equipped to enrich this world. We write poetry, we paint pictures, we compose music, we build bridges, we head corporations, we win the coveted prizes for the world's great literature, and too often too many of us die from our disease, not our sin, not our weakness."

Miss McCambridge also testified in hearings given at Los Angeles September 26 and 27, 1969. This is reported in Part I of Alcoholism and Narcotics (cited in V. - Related Interest, in this bibliography), pp. 123-131.

This testimony included, on p. 124: "But today as I sit here with you, women with my disease, some of them pillars of the church and of society, mothers of families, gifted stars of the entertainment and literary world, women in all segments of our culture are dying today of alcoholism, and their death certificate may read, 'Liver ailment or pneumonia or heart failure or even natural causes, ' because nice people do not die of alcoholism."

The actress stated the story of the pathetic manner in which a young star had been shunned by her doctor, and upon being found by Miss McCambridge drunk in her marble hallway, could only be brought to a hospital were she to be removed from her home and dumped in the street, according to rules the hospital had to work under.

In California alone, the statistics of Governor Reagan's task force on alcoholism were cited by the actress. It was revealed that one out of ten adults in California drinks too much, and in the state there were more than one million actively involved in heavy drinking careers, about half of which are clustered in Los Angeles County.

Walker, Shelia Estick, Lynn C. Carlough and John F. Kelly.
The better way. Good Housekeeping, February 1970, p. 157.

Wanberg, K. W., et al.
Alcoholism symptom patterns of men and women: a comparative study.

Quarterly Journal of Studies on Alcohol, vol. 31, March 1970, pp. 40-61.

Wanberg, K. W., et al.
Differences in drinking sym ptoms and behavior of men and women alcoholics. British Journal of Addiction, vol. 64, January 1970, pp. 347-355.

Wilsmack, Sharon Carlson.
Psychological factors in female social drinking and female alcoholism. Cambridge, Mass., Harvard University, 1972. PhD. dissertation in progress.

V. - C. MEDIA

The number of feature films dealing directly or peripherally with the evils of drink are practically limitless. Such movies as "The Lost Weekend," "I'll Cry Tomorrow," "The Helen Morgan Story," and "The Country Girl," are some that come readily to mind on the topic of personal declines brought about by alcohol. More recently, "Synanon" examined the scene of the California treatment center which accommodates drug addicts and those attempting to dry out.

Amongst other films which give graphic life to the topic of the culture of alcoholism are Orson Welles' "Citizen Kane," Mike Nichol's "The Graduate," Elia Kazan's "East of Eden," John Frankenheimer's "Seconds," and Richard Brooks' "The Happy Ending." The last named was an exceptional film about an alcoholic housewife which unfortunately did not catch on at the box office. In 1971, a film on a related topic, the addiction to speed by a young intern, "Believe in Me," proved sociologically interesting but did not attract wide audiences.

In the summer of 1972, a 30-minute television documentary, "... A Little Bit of Understanding: A New Look at Alcoholism," was aired. It was presented on WBBM-TV, Chicago, by The First National Bank of Chicago. Producer was Judy Muntz, and Directors were Phil Ruskin and Chris Erskine.

A personal note was provided the program's script by the first vice-president of the bank, who related the story of his brother's death, brought on by a driver who was drinking. But the show was scored by the critics as not having offered a solution to the problem of deciding how much individual freedom should be allowed in regard to the question of how much drink.

Of films presented in 16 mm. for the purpose of alcoholism education, one prominent one is presented by Kemper Insurance, 4750 Sheridan Road, Chicago, Ill. 60640.

This is "It Takes a Lot of Help" and it runs 27 minutes. It is available for free viewing by writing Lewis Presnall, Director of Rehabilitation Services, Dept. W338, at Kemper Insurance.

There are a host of films available on the general topic of alcoholism in the 16 mm. format. Most public libraries, local councils of alcoholism, and bureaus of audio-visual education have at least one of the following:

Alcohol and Tobacco: What They Do to Our Bodies (11 minutes); The Alcoholic Patient and His Physician (34 minutes), a film which discusses the distinguishing feature of addictive and non-addictive alcoholism, with the role of the physician highlighted; Alcoholism (21 minutes), which describes an alcoholic case as having arisen from situations rooted in personal difficulties; Alcoholism — Time for Decision (29 minutes); For Those Who Drink (40 minutes); House on the Beach (60 minutes): about Chuck Dederich and his work at Synanon; Profile of a Problem Drinker (27 minutes), which relates the story of a young architect and the necessity of early recognition plus positive action; The Revolving Door (30 minutes), presented by Smith, Kline, and French, showing treatment involving psychotherapy, drug therapy, and the A. A.; To Your Health (11 minutes), which discusses the effects of alcohol on the body as well as trace the historical development of drinking habits throughout the ages.

Others include Age of Anxiety (I & II); Alcoholism and You; Anger at Work; Case 258; and Mr. Finlay's Feelings.

V. - D. SOURCES

The purpose of this section is to list some of the more important general reference works available, and to indicate a few of the more crucial sources for obtaining more information on the issue. Every city of any size lists in its telephone book many different kinds of voluntary services, community facilities, and state-supported treatment centers. As a master collation of these centers is in itself a huge book, we have listed references on only two types of setting for alcoholic aid, a large city — New Orleans, and a county — Dane County, Wisconsin, as type examples.

In order to locate the tax-supported treatment center nearest, one can write to the Alcoholism and Drug Prevention Association (formerly the North American Association of Alcoholism Programs) whose address is: Suite 615, 1130 17th Street, N. W., Washington, D. C. 20036, for this information.

So that the reader may retrieve more current information in the field of industrial alcoholism, or to continue the search to augment the many areas about alcoholism in general which could not be covered by the present bibliography, attention should be drawn to the following:

The Business Index, Index Medicus, The New York Times Index, The Wall St. Journal Index, The Newspaper Index, Employment Relations Abstracts, and Readers' Guide to Periodical Literature. In addition to these major indexes, the Social Sciences and Humanities Index, Public Affairs Information Service Bulletin, Vertical File Index, and the U. S. Government's Monthly Catalog are also valuable tools.

The sources which follow are not intended to be exhaustive. Rather, they point the way to the truly staggering volume of literature available.

1. Alcoholism and Drug Addiction Research Foundation of Ontario. Bibliographic series. Published in Toronto, Ontario, Canada.

   Example: No. 1 in Series, Culture and Alcohol Use — A Bibliography of Anthropological Studies, compiled by Robert E. Popham and Carole D. Yawney. 1967.

2. The Alcoholism Foundation of British Columbia (Canada). (Head Office)

This treatment center, located at 175 West Broadway, Vancounver, B. C., Canada, is open weekdays from 8:30 a. m. to 4:30 p. m., except Wednesdays, when the hours are 1:00 p. m. to 9:00 p. m.

3. American Medical Association. 535 N. Dearborn, Chicago, Ill. 60610.

The Association publishes the Manual on Alcoholism, the 1968 version of which is a good example of their publications.

Manual on Alcoholism. 87 pp. + viii. Price: U. S. possessions, Canada and Mexico, $1.00. In these countries, for medical students, hospital interns, and residents, the price is 50¢. In all other countries, $1.50.

This is the third edition of the Manual and is the first major revision since the original published in 1957.

Section I; The Problem. AMA considers alcoholism a "highly complex illness" and goes on to give a rather broad definition of alcoholism as an "illness characterized by preoccupation with alcohol and loss of control over its consumption such as to lead usually to intoxication if drinking is begun; by chronicity; by progression; and by tendency toward relapse. It is typically associated with physical disability and impaired emotional, occupational, and/or social adjustments as a direct consequence of persistent and excessive use of alcohol." The extent and scope of the problem of alcoholism are briefly considered. Alcoholics are identified as treatable patients.

Section II; The Causes. There is no single cause of alcoholism but rather "a complicated interplay of physiological, psychological and sociological factors which leads to the origin and development of alcoholism." The section includes the consideration of the three sets of factors.

Section III; Alcohol: Its Metabolism and Pharmacology. This is a very short section.

Section IV; Diagnosis and Treatment. This deals not only with diagnosis and treatment, but also the physician's attitude toward the alcoholic.

Section V; Appendix. Includes the following:

(A) Clues to aid in the diagnosis of alcoholism; (B) General considerations inmanaging the hospitalized alcoholic; (C) Immediate considerations when the alcoholic patient enters the hospital; (D) Alcohol blood levels and intoxication.

The preliminary work for the Manual was performed by Wayne Callaway, then a senior student at the Northwestern University School of Medicine; and Robert Shearer, M. D., was responsible for the final development of the content as well as the actual writing of the Manual.

4. Cahalan, Don, Ira H. Cisin and Helen M. Crossley

American Drinking Practices: A National Study of Drinking Behavior and Attitudes. Monograph No. 6 of the Rutgers Center of Alcohol Studies. xxvi + 260 pp., including 111 tables and a subject index. Available from: Publication Division, Rutgers Center of Alcohol Studies, Rutgers University, New Brunswick, N. J. 08903. $9.50.

5. Catanzaro, Ronald J., M. D., ed.
Alcoholism: The Total Treatment Approach. Springfield, Ill., Charles C. Thomas, Publisher, 1968. xix + 508 pp.
This is a compilation of considerable depth and expertise dealing with – just as the title suggests – the total treatment approach to alcoholism. Among the prestigious contributors are Marvin Block, Ronald Catanzaro, Ruth Fox, and Marty Mann.

6. CIS Index, and CIS Highlights.
Published by Congressional Information Service, Montgomery Building, Washington, D. C., 20014.
The former is an invaluable guide issued monthly and cumulated yearly to Congressional hearings and the like; the latter presents classified excerpts.

7. Indiana. University Library. Reference Department.
Bibliography on alcohol and drug misuse. Bloomington, Indiana, Indiana University, March 1971. 7 + 7 pp.

8. Industrial Medicine and Surgery (Journal).
Published by Industrial Medicine Publishing Co., Inc., Miami, Florida.
A monthly periodical which began publishing in 1932.

9. International Bibliography of Studies in Alcohol.
Published by the Rutgers Center of Alcohol Studies, New Brunswick, N. J., Publications Division, beginning in 1966.
The coverage is 1901-1950. There is a chronological list under each year, by author. Both biological and social aspects are covered. There are the alcohol literatures of 31 languages represented.
Volume I, References, is edited by Sarah Spock Jordy. It has xxxvi + 631 pp., and costs $40.

10. International Council on Alcohol and Alcoholism.
The address is Case Postale 140, 1001, Lausanne, Switzerland.
For tourists, servicemen, and other Americans abroad, this is the central European clearinghouse where one can find out where the nearest treatment center would be.

11. Journal of Occupational Medicine.
Published by Industrial Medical Association, Chicago.
A monthly begun in 1959.

12. Keller, Mark, and Mairi McCormack.
A Dictionary of Words About Alcohol. Published by the Publications Division of the Rutgers Center of Alcohol Studies, New Brunswick, N. J. 08903, 1968. Bibliography, pp. 228-236. $7.50.
About 1700 items common to the language of the culture of alcoholism are defined, with the origin and preferred useage given. Terms include such concepts as 'suck the monkey,' 'tiddlywink,' Wernicke's disease, and zymurgy.

13. Kemper Insurance Co.
Kemper Insurance, 4750 Sheridan Road, Chicago, Illinois 60640.
Two relevant publications are "Management Guide on Alcoholism and Other Behavioral Problems" and "Detour – Alcoholism Ahead," by Kenneth A. Rouse.

14. Medical and Health Research Association of New York City.
Poverty and Health in the United States: A Bibliography with Abstracts. New York, 1967. 292 pp. Available from the source at 40 Worth Street, New York City, New York.

15. Monroe, Margaret E., and Jean Stewart.
Alcohol education for the layman; a bibliography. New Brunswick, N. J., Rutgers University Press, 1959.

16. National Clearinghouse for Mental Health Information.
Report on alcoholism, community agency attitudes and their impact on treatment services, with selected bibliography. By David J. Pittman and Muriel W. Sterne. 1967. 9 + 54 pp. Public Health Service publication 1273. Available from U. S. Government Printing Office, Washington, D. C., 20402. Item 507. 40¢.

17. National Council on Alcoholism, Inc.
The address is: 2 Park Avenue, New York, N. Y. 10016.
Amongst the multitude of publications is a series included in a brochure, "1972 Catalog of Publications on Alcoholism of Special Interest to Labor and Management." Examples of these are given in various parts of this bibliography.
A 13-page pamphlet dating from the 1960's is entitled "Business and Industry Resource Manual for Councils on Alcoholism," and a current continuing publication is the "Labor-Management Alcoholism Newsletter" which contains information for directly intervening in employee alcoholism. This newsletter is available by subscription only.

18. New Orleans. Committee on Alcoholism for Greater New Orleans, Inc.
This central agency coordinates the activities of a number of re-resources for referral purposes. The address for the Committee is: Room 210, 410 Chartres St., New Orleans, La. 70130. (Telephone,(504) 522-4403.)

Among the many ancillary agencies which are part of the chain of aid are:

Alcoholics Anonymous, Central office at 535 Gravier St., Room 707.
Alcoholics Anonymous – Fellowship Groups. 1160 Camp Street.
Alcoholic Rehabilitation Unit, Charity Hospital of Louisiana, New Orleans.
Bridge House, 1160 Camp Street.
Clinic for the Diagnosis and Treatment of Alcoholism 418 Royal Street, Room 420.
The Good Samaritan Home, 3151 Dauphine Street.
The Salvation Army – Harbor Light, 2917 Magazine Street.

19. North American Association of Alcoholism Programs. (Renamed: Alcoholism and Drug Prevention Association (ADPA).
Address: 1130 Seventeenth St., N. W., Washington, D. C., 20036.

They publish: Directory of Alcoholism Treatment Facilities, Domiciliary Houses and State and Provincial Alcoholism Programs. The latest edition was the 1969-1970. The price is $3.00. Another type of publication, issued more frequently than annually, is expected to be on the market soon.

The directory offers information relating to the support of the various agencies and facilities, their hours, and appropriate key personnel such as directors and clinic physicians. The arrangement of the directory is under the following chapter heads: Introduction, Out-Patient Clinics; In-Patient Clinics; Domiciliary Houses; State and Provincial Programs; and Addendum.

20. Office for Research on Alcoholism.
The address is: 271 Harborview Hall, 325 9th Avenue, University of Washington, Seattle, Washington 98104.

21. Public Affairs Committee.
This New York-based agency is well-known for its large series of pamphlets with public interest topics. One such, No. 426, is 'Alcoholics and Alcoholism." This is 23 pages and sells for 25¢.
Address: 381 Park Avenue South, New York, N. Y., 10016.

22. Rutgers University. Rutgers Center of Alcohol Studies.
Address: P. O. Box 566, Rutgers University, New Brunswick, N. J. 08903.
This is one of the foremost institutes for research in the field. Among the many publications are:
The Quarterly Journal of Studies on Alcohol, the Master Catalog of Alcohol Literature, and the Classified Abstract Archive of the Alcohol Literature. The latter is an annual, costing $60, and contains abstracts and indexes of the literature covered by the service.

23. Western Electric Co.
One of the better-known companies in the sphere of industrial alcoholism programs.
The source for information is: Mr. Jess MacBeth,
Administrator of Special Programs,
2022 Camino Del Rio, N.,
San Diego, California 92110.

24. Wisconsin. Dane County.
Madison-Dane County Alcoholism Information and Referral Center, Room 502, City-County Building, 210 Monona Ave., Madison, Wisconsin 53709. (Telephone, (608) 266-4517.)
A publication is: "Proposed program plan for prevention, management and control of alcoholism in Dane County, Wisconsin." Published by

the Center, August, 1966. 43 pp.

Besides delineating the various stages of alcoholism and the goals of this local agency, a complete inventory of local resource groups, with the addresses, is given.

Two other agencies which serve the county, as well as wider grounds, are:

1) Alcohol Problems Council of Wisconsin
302 East Washington Avenue,
Madison, Wisconsin 53703

2) State Alcoholism Services
Division of Mental Hygiene,
State Dept. of Public Welfare
Room 113 - State Office Building
1 West Wilson St.
Madison, Wisconsin 53703 Telephone, (608) 266-2717.

Although not in the Dane County area, the following agency is responsible for certain questions pertaining to alcoholism within the county, as well as its regular state-wide interests.

Wisconsin Association on Alcoholism, Inc.
Room 517
523 Main St.
Racine, Wisconsin 53403